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ANNUAL REPORTS

of the

TOWN OFFICERS

of the

TOWN OF DOUGLAS



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For Year Ending December 31, 1986

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**This book is dedicated to following persons
who gave their time and service
to the Town of Douglas.**

Burton E. Carter, Sr.

CONSTABLE

Madeline C. Chupka

REGISTRAR

Sophie B. Jussaume

**TAX COLLECTOR &
SECRETARY TO TOWN CLERK**

Donald S. Wheeler

**COUNCIL ON AGING &
CONSTABLE**

THE JOURNAL OF THE
ROYAL ANTHROPOLOGICAL INSTITUTE

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2018	2019
2020	2021
2022	2023
2024	2025

SELECTMEN

David B. Cave, Chairman, 1987
Ebenzer W. Chesebrough, 1988
Edward M. Martinsen, 1989
Executive Secretary for Selectmen, Eleanor A. Berardi, 1987

ADMINISTRATIVE ASSISTANT

Robert Whritenour

MODERATOR

Merton A. Mowry, 1988

TOWN TREASURER

Elaine B. Kelly, 1988

TOWN CLERK

BettyAnn McCallum, 1988
Frances Hippert, Secretary

ASSESSORS

Dora M. Mowry, Chairperson, 1989
Andrew J. Baca, 1988
Jerome D. Jussaume, 1987

COLLECTOR OF TAXES

Anne M. Burgess, 1989

AGENT MOSES WALLIS DEVISE

William J. Wallis, Jr., 1987

TRUSTEES PUBLIC LIBRARY

Sue S. Cave,* Chairman
Lena R. Quinn,* Vice Chairman
Romona Lachapelle, Secretary - 1989
Elliot G. Chesebrough — Treasurer — 1988
Lilian Cencak,* 1987
William J. Wallis, Sr.*
David R. Manning*
* Life Members

Ann D. Carlsson — Library Director

HONORARY LIFE MEMBERS

Margaret S. Carrick
William Baron
Jack Sughrue

TREE WARDEN

Leon Mosczynski, 1987

CEMETERY COMMISSIONERS

Jacob Kolumber, 1987
Michael E. Cahill, 1988
Christopher P. Sughrue, 1989

SCHOOL COMMITTEE

William A. Trenouth, Jr., Chairman, 1988
Theresa Swallow, 1989
Ronald Forget, 1987
Patricia A. Francis, 1989
Joseph Ruskowski, 1988
Lydia Meszaro, Secretary, 1987

**BLACKSTONE VALLEY VOCATIONAL
SCHOOL DISTRICT COMMITTEE**

Leverett W. Gilley, 1989

WATER COMMISSIONERS

Joseph J. Saster, Chairman, 1988
William J. Wallis, 1989
Richard C. Lepage, 1987
Frederick Hashey, Jr., Superintendent

CONSTABLES

Charles McCue, 1989
Burton E. Carter, Sr., 1986

RECREATION COMMISSION

Alfred Burgess, Chairman, 1987
Michael L. Cahill, 1988
Wayne C. Harris, 1989

PLANNING BOARD

Thomas H. Schwartz, Chairman, 1989
Louis Jussaume, 1990
Kathryn Tucker, 1990
Felix Yacino, 1988
Robert J. Murphy, 1991
Charles L. Church, 1991
Kevin M.G. Sughrue, 1987

**TRANSPORTATION PLANNING ADVISORY
GROUP REPRESENTATIVE**

Paul Giguere, 1987

TOWN COUNSEL

Lawrence F. Army, 1987

TOWN ACCOUNTANT

Louise Redding, 1989

CHIEF OF POLICE

John R. Koslak, 1987

SUPERINTENDENT OF HIGHWAYS

Edward A. Therrien, 1987

CIVIL DEFENSE

Ernest Marks, Director, 1987

BOARD OF REGISTRARS

BettyAnn McCallum

Albina Saster, 1987

Eleanor Baca, 1988

Roseanna Windham, 1989

FIRE CHIEF

Leon T. Sochia, III, 1987

SUPERINTENDENT OF SCHOOLS

Dr. Robin Leveillee

VETERANS SERVICE DIRECTOR

Theodore Cormier, 1987

BOARD OF HEALTH

Ebenzer W. Chesebrough, Chairman

David B. Cave

Edward M. Martinsen

Clifford N. Ballou, Consultant

Patricia K. Koslak, Nurse

Andrew J. Miller, M.D.

Marleen R. Bacon, Secretary

TREE & MOTH SUPERINTENDENT

Leon Mosczynski, 1987

FOREST FIRE WARDEN

Leon T. Sochia, III, 1987

DOG OFFICER & ANIMAL INSPECTOR

Jay Crowell, 1987

FENCE VIEWERS

Michael Yacino, 1987

Joel A. Smith, 1987

Peter Coppola, 1987

BRIDGE VIEWER

Edward A. Therrien, 1987

MEASURER OF LUMBER

Andrew J. Baca, Jr., 1987

Charles L. Church, 1987

Justin Ballou, 1987

INSPECTOR OF WIRING

Wayne L. Hickey, 1987

J. Herve Guertin

PLUMBING INSPECTOR

Joseph J. Saster, 1987

Florendo J. Colonero, Alternate, 1987

DOUGLAS HOUSING AUTHORITY

Merton A. Mowry, Chairman, 1989

Michael Kacmarcik, Jr., 1988

Kevin M. Sughrue, 1991

Richard J. Lachapelle, 1987

CONSERVATION COMMISSION

Pamela Schwartz, Chairperson, 1988

Richard A. Downs, 1988

Beatrice Poplawski, 1987

Rose Rhody, 1987

Leon H. Mosczynski, 1987

Dennis Michalik, 1988

Marylynne A. Dube, 1987

BOARD OF APPEALS

Lawrence G. Bacon, Chairman, 1987

Hubert Reynhout, Secretary/Treasurer, 1989

Arthur J. McGuinness, 1988

ASSOCIATE MEMBERS

Peter A. Coppola

Christina Leveillee

FINANCE COMMITTEE

Paul N. Boutiette, Chairman, 1987

Leon T. Sochia, III, Vice Chairman, 1988

Irwin T. Smith, Secretary, 1987

John J. Kelly, 1988

Ebenzer W. Chesebrough, 1988

Edward M. Martinsen, 1989

Gerald E. Jackman, 1989

Jerome Jussaume, 1987

David B. Cave, 1987

Robert Whritenour, Financial Assistant

Eleanor A. Berardi, Financial Secretary

SEWER COMMISSIONERS

Robert A. Josey, Chairman, 1988
Harris Anderson, 1987
Florendo J. Colonero, 1989
Michael Cahill, Superintendent

INDUSTRIAL DEVELOPMENT COMMISSION

Jerome Jussaume, Chairman, 1991
Christine Anderson, 1987
Ronald Forget, 1988
Merritt D. Tetreault, 1989
Angelo V. Vecchione, 1990

BUILDING INSPECTORS

William Carter, Sr., 1987
Michael Kacmarcik, Jr., 1987
Barbara Smith, Secretary

COUNCIL ON AGING

Eli Richard, Chairman
Raymond Cormier, Vice Chairman
Philomene Yacino, Secretary
Ethel Cahill, Treasurer
Shirley Gove
Bennie Dugocenski
Laura McMahon
Ona Fleet
Oscar Salo
George Rosebrooks
Elliott G. Chesebrough
ASSOCIATE MEMBERS
Mary Dugocenski
Christine Miller

HISTORICAL COMMISSION

John Virotek
Carol Manning
William Carter
George Cuhna
Richard Preston

HISTORIC DISTRICT STUDY COMMITTEE

Elliott G. Chesebrough
E. Perry King
Ann Dix
Ona Fleet
Marietta Howard
Elaine Budzyna
Merritt Tetreault

ALTERNATE MEMBERS

Daniel Cooney

John Beukema

DOUGLAS ARTS COUNCIL

Chris Anderson

Loreen Ritter

Laurie Church

Kevin Sughrue

Christina Miller

Pat Budde

Jim Moore

Margaret Reed

TAX RATE IN THE TOWN OF DOUGLAS

		Levied Total Taxes
1934	\$33.00	\$60,749.79
1935	32.00	59,759.65
1936	32.00	60,075.64
1937	35.00	55,815.70
1938	37.00	59,414.67
1939	37.00	60,088.99
1940	35.00	60,258.72
1941	35.00	62,087.09
1942	35.00	63,457.01
1943	35.00	64,376.32
1944	35.00	64,874.34
1945	35.00	65,867.44
1946	37.00	70,104.03
1947	43.00	82,655.50
1948	47.00	99,920.10
1949	45.00	101,821.34
1950	45.00	103,739.50
1951	51.00	119,360.10
1952	58.00	136,667.14
1953	58.00	139,427.65
1954	58.00	140,725.40
1955	58.00	142,357.24
1956	65.00	161,875.37
1957	66.00	169,581.21
1958	74.00	196,478.10
1959	76.00	204,751.52
1960	77.00	209,919.49
1961	78.00	215,460.80
1962	80.00	224,094.00
1963	81.00	228,204.47
1964	88.00	250,472.64

1965	98.00	279,103.72
1966	90.00	265,578.03
1967	100.00	287,404.80
1968	115.00	333,120.69
1969	145.00	433,254.20
1970	175.00	538,096.48
1971	200.00	618,818.00
1972	187.00	587,071.54
1973	30.00	786,680.10
1974	28.00	761,499.90
1975	33.00	939,915.24
1976	43.00	1,258,877.46
1977	39.00	1,177,097.22
1978	39.00	1,211,881.94
1979	41.00	1,361,258.18
1980	51.00	1,767,786.94
1981	42.80	1,545,994.17
1982	19.50	1,582,274.00
1983	19.50	1,582,274.85
1984	20.18	1,653,898.18
1985	20.26	1,744,614.01
1986	21.32	1,825,868.43
1987	12.96	2,146,730.00

SPECIAL TOWN MEETING

Wednesday, March 26, 1986, 7:30 p.m.

Pursuant to the foregoing warrant the inhabitants of the said Town of Douglas who are qualified to vote in elections and Town affairs, met in the Town Hall in East Douglas on Wednesday, March 26, 1986, at 7:30 p.m. There being a quorum present (51 registered voters), the meeting was opened by the Moderator, Merton A. Mowry. The Moderator read the warrant and the Town voted as follows:

Article 1. The Town voted to transfer from available funds in the treasury the sum of ten thousand (\$10,000.00) dollars to the Board of Health Solid Waste Study Account to fund a comprehensive solid waste disposal study for the Town, and further that the Board of Health be authorized to retain a qualified consulting firm to conduct said study, and that the Board of Health shall present a report on the study by the 1987 Annual Town Meeting.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 2. The Town voted to transfer from available funds in the treasury a sum of money to the Gypsy Moth Spraying Account to fund a gypsy moth control program in the Town.

PASSED BY A MAJORITY VOICE VOTE!

Article 3. The Town voted to accept Professional Development Grants provided by the Commonwealth in amounts totalling sixty seven thousand three hundred forty-five

(\$67,345.00) dollars which will be expended by the Blackstone Valley Vocational Regional School District Committee for supplementing teacher salaries by June 30, 1988, as provided by Section 13, Chapter 188 of the Acts of 1985.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 4. The Town voted to transfer from available funds in the treasury the sum of three thousand seven hundred eighty-seven (\$3,787.00) dollars to the Blanket Insurance Account.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 5. The Town voted to transfer from available funds in the treasury the sum of two thousand six hundred (\$2,600.00) dollars to the Bridge Account.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 6. The Town voted to transfer from available funds in the treasury the sum of twenty five thousand (\$25,000.00) dollars to the Highway Snow Road Account.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 7.

PASSED OVER BY A UNANIMOUS VOICE VOTE!

Article 8. To see if the Town will vote to accept as a gift from Mary R. C. Senkarik, all of her remaining land situated on the westerly side of Depot Street from that certain deed of Herbert K. Meek and Irene F. Meek to John J. Senkarik and Mary R. C. Senkarik dated January 6, 1965, recorded in Worcester District Registry of Deeds, Book 4532, Page 515, or to take any action relative thereto.

DEFEATED BY A STANDING VOTE: YES 17, NO 20.

The meeting was adjourned at 8:35 p.m.

ATTEST:
BETTYANN McCALLUM
Town Clerk

ANNUAL TOWN ELECTION
Tuesday, May 13, 1986, at 10:00 A.M.

Pursuant to the foregoing warrant the inhabitants of the said Town of Douglas who are qualified to vote in elections and Town affairs, met in the Town Hall in East Douglas on Tuesday, May 13, 1986.

The following were sworn to faithful performance of their duties as election officers: Ballot Clerks — Mary Dtugocenski, Roseanna Windham, Eleanor Baca; Ballot Checkers

— Ethel Cahill, Laura Devlin; Ballot Box Attendants — Shirley Copp, Theodore Cormier, Sr.; Constables — Burton E. Carter, Sr., Charles B. McCue; Tabulators — Frances Hippert, BettyAnn McCallum; Warden — Merton A. Mowry; Counters — Brenda Ballou, Carol Bloniasz, Joanne Murray, Rachel Cooney, Beverly Hughes, Cis Stienstra, Lorraine Tetreau, Frances Jolda, Beatrice Poplawski, Pamela Carter, Helen Dixon, Sharon Smith, Karen King, Monica Prunier, Barbara Yacino, and Cecile Carter.

The warrant was read and the polls were opened at 10:00 a.m. The Town voted as follows:

SELECTMAN (3 years)

Edward M. Martinsen	Four hundred ninety-eight	498
Shirley M. Moczynski	Four hundred thirty-six	436
Blanks	Sixteen	<u>16</u>
		950

COLLECTOR OF TAXES (3 years)

Anne M. Burgess	Eight hundred eight	808
Blanks	One hundred forty-two	<u>142</u>
		950

ASSESSOR (3 years)

Dora M. Mowry	Seven hundred twelve	712
Margaret V. Reed	One	1
Blanks	Two hundred thirty-seven	<u>237</u>
		950

SCHOOL COMMITTEE (two for 3 years)

Theresa M. Swallow	Seven hundred one	701
Patricia A. Francis	Four hundred eighteen	418
Henry B. Gustafson	Three hundred ninety-eight	398
Daniel F. Cooney	One	1
Blanks	Three hundred eighty-two	<u>382</u>
		1,900

AGENT MOSES WALLIS DEVISE (1 year)

William J. Wallis, Jr.	Seven hundred thirty-six	736
John J. Sughrue	One	1
Blanks	Two hundred thirteen	<u>213</u>
		950

CEMETERY COMMISSION (3 years)

Christopher P. Sughrue	Six hundred seventy-eight	678
John Furno	One	1
Blanks	Two hundred seventy-one	<u>271</u>
		950

WATER COMMISSIONER (3 years)

William J. Wallis, Sr.	Seven hundred thirty-eight	738
James John J. Sughrue, Jr.	One	1
Blanks	Two hundred eleven	<u>211</u>
		950

TRUSTEE PUBLIC LIBRARY (3 years)

Ramona J. Lachapelle	Four hundred sixty-six	466
Margaret V. Reed	Four hundred eighteen	418
Blanks	Sixty-six	<u>66</u>
		950

BLACKSTONE VALLEY VOCATIONS SCHOOL**DISTRICT COMMITTEE (3 years)**

Leverett W. Gilley	Seven hundred sixty-seven	767
Blanks	One hundred eighty-three	<u>183</u>
		950

RECREATION COMMISSION (3 years)

Wayne C. Harris	Seven hundred thirteen	713
Matthew Sughrue	One	1
Blanks	Two hundred thirty-six	<u>236</u>
		950

PLANNING BOARD (two for 5 years)

Charles L. Church, Jr.	Six hundred sixty-six	666
Robert J. Murphy	Five hundred twenty	520
Florendo Colonerero	One	1
Blanks	Seven hundred thirteen	<u>713</u>
		1,900

HOUSING AUTHORITY (5 years)

Kevin M. Sughrue	Six hundred sixty	660
Ernest Hippert	One	1
Blanks	Two hundred eighty-nine	<u>289</u>
		950

SEWER COMMISSIONER (3 years)

Florendo Colonerero	Seven hundred forty-one	741
Blanks	Two hundred nine	<u>209</u>
		950

CONSTABLE (two for 3 years)

Burton E. Carter, Sr.	Six hundred eighty-five	685
Charles B. McCue	Six hundred twenty-four	624
Anne M. Burgess	One	1
Blanks	Five hundred ninety	<u>590</u>
		1,900

The Polls closed at 8:00 p.m.

A TRUE COPY.

ATTEST:

BETTYANN McCALLUM

Town Clerk

RESIGNATIONS:

February 28, 1986, Albertus E. Alexander, Jr., Dog Officer.
March 12, 1986, Charlotte Coppola, Historical Dist. Study Committee.
March 12, 1986, Anthony Coppola, Historical Dist. Study Committee.
March 12, 1986, Eugene C. Dix, Historical Dist. Study Committee.
March 12, 1986, Bernice M. Werth, Historical Dist. Study Committee.

APPOINTMENTS:

March 12, 1986, John M. Virostek, Historical Dist. Study (1 year).
March 12, 1986, Anne Dix, Historical Dist. Study (1 year).
March 12, 1986, Elaine C. Budzyna, Historical Dist. Study (1 year).
March 12, 1986, Elliott Chesebrough, Historical Dist. Study (1 year).
March 12, 1986, One Fleet, Historical Dist. Study (1 year).
March 12, 1986, William Carter, Historical Dist. Study (1 year).
March 12, 1986, Marieta Howard, Historical Dist. Study (1 year).
March 12, 1986, Dan Cooney, alternate member Historical Dist. Study (1 year).
April 28, 1986, Jay Crowell, Dog Officer.
May 1, 1986, David M. Ballard, Fire Department.
June 16, 1986, Felix Yacino, Jr., Planning Board (1 year).
June 23, 1986, Gail Swenson, Personnel Board (1 year).
June 23, 1986, Reed Holden, Personnel Board (3 years).
June 23, 1986, Robert Choquette, Personnel Board (2 years).
June 23, 1986, Christine Miller, Personnel Board (3 years).
June 23, 1986, John Weekly, Personnel Board (2 years).

ANNUAL TOWN MEETING

Saturday, May 17, 1986, 10:00 a.m.

Pursuant to the foregoing warrant the inhabitants of the said Town of Douglas who are qualified to vote in elections and Town affairs, met in the Town Hall in East Douglas on Saturday, May 17, 1986, at 10:00 a.m. There being a quorum present (79 registered voters), the meeting was opened by the Moderator, Merton A. Mowry. The Moderator read the warrant and the Town voted as follows:

Article 1.

The Town voted to require that all funds received into the General Fund in the fiscal year 1987 from the County of Worcester as reimbursement for dog claims be transferred to the Receipts Reserved for Dog Account.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 2.

The Town voted to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time, in anticipation of the revenue of the financial year beginning July 1, 1986, in accordance with the provisions of the General Laws, Chapter 44, Section 4, and to issue a note of notes as may be given for a period of less than one year in accordance with the General Laws, Chapter 44, Section 17.

PASSED BY A UNANIMOUS VOICE VOTE!

A motion was made and seconded to take Articles 3 and 4 together. The motion was passed by a unanimous voice vote.

Articles 3 & 4.

The Town voted to raise and appropriate the following for General Government:

Selectmen's Salary	\$1,950.00
Selectman's Clerical	11,468.00
Selectman's Expense	5,250.00
Moderator's Salary	100.00
Election Expense	4,300.00
Registrars' Expense	3,300.00
Print Town Reports	2,700.00
Town Accountant's Expense	1,100.00
Town Accountant's Salary	10,514.00
Assessors' Salaries	17,259.00
Assessors' Expense	13,375.00
Tax Collector's Salary	12,496.00
Tax Collector's Expense	7,605.00
Treasurer's Salary	15,000.00
Treasurer's Clerical	2,000.00
Treasurer's Expense	10,700.00
Town Clerk's Salary	5,610.00
Town Clerk's Clerical	4,650.00
Town Clerk's Expense	700.00
Finance Committee's Clerical Hire	1,500.00
Valuation Books & Street Lists	200.00
Town Counsel Salary	7,032.00
Legal Expense	450.00
Legal Litigation	3,000.00
Zoning Board of Appeals' Expense	2,080.00
Planning Board's Expense	2,000.00
New Town Hall Janitor	5,240.00
New Town Hall Maintenance	10,000.00
New Town Hall Renovations	2,500.00
Douglas Center Maintenance	5,000.00
County Retirement	93,000.00*
Unemployment Account	10,000.00
Group Insurance	95,500.00
Registrars' Salary	<u>325.00</u>
Total General Government	\$367,904.00
	<u>-6,874.00</u>
	\$361,030.00

*Article 11 Amended 10/8/86

(86,126.00)

PASSED BY A UNANIMOUS VOICE VOTE!

The Town voted to raise and appropriate the following for Police:

Police Salaries	\$208,600.00
Dispatcher Account	37,664.00
Police Lock-up	1,000.00
General Expense	27,833.00
New Cruiser	<u>12,700.00</u>
Total Police	\$287,797.00

PASSED BY A UNANIMOUS VOICE VOTE!

The Town voted to raise and appropriate the following for Fire Department:

Salaries	\$13,320.00
General Expense	8,500.00
Forest Fires	2,000.00
Department Equipment	3,200.00
Ambulance & Training	<u>4,680.00</u>
Total Fire Department	\$31,700.00

PASSED BY A UNANIMOUS VOICE VOTE!

The Town voted to raise and appropriate the following for Inspectors:

Tree Warden's Salary	\$100.00
Tree Department/Dutch Elm	1,708.00
Insect & Pest Control	500.00
Building Department Clerical	9,342.00
Building Department Inspectors' Fees	7,460.00
Building Department General Expense	2,290.00
Civil Defense Director's Salary	175.00
Civil Defense Expense	400.00
Dog Officer's Salary	<u>1,500.00</u>
Total Inspectors	\$23,475.00

PASSED BY A UNANIMOUS VOICE VOTE!

The Town voted to raise and appropriate the following for Schools:

Salaries	\$1,478,733.00
School Expenses	418,610.00
Vocational School Assessment	27,012.00
Blackstone Valley Vocational School Dist. Comm.	<u>200.00</u>
Total Schools	\$1,924,555.00

PASSED BY A UNANIMOUS VOICE VOTE!

The Town voted to raise and appropriate the following for Highway:

Salaries	\$119,638.00
Overtime	15,765.00

Local Road Improvement	36,000.00
General	14,550.00
Machinery Maintenance	30,000.00
Railings	1,000.00
Bridges	1,000.00
Sidewalks	1,000.00
Oilings	30,000.00
Snow Roads	40,000.00
Street Lights	<u>30,000.00</u>
Total Highway	\$318,953.00

PASSED BY A UNANIMOUS VOICE VOTE!

The Town voted to raise and appropriate the following for Sewer:

Superintendent's Salary	\$18,080.00
Assistant Superintendent's Salary	14,000.00
Commissioners' Expense	900.00
General	<u>39,000.00</u>
Total Sewer	\$71,980.00

PASSED BY A UNANIMOUS VOICE VOTE!

The Town voted to raise and appropriate the following for Water:

Superintendent's Salary	\$17,840.00
Assistant's Salary	14,000.00
Commissioner's Expense	900.00
General	47,250.00
Water and Sewer Bills	<u>1,500.00</u>
Total Water	\$81,490.00

PASSED BY A UNANIMOUS VOICE VOTE!

The Town voted to raise and appropriate the following for Environmental:

Development & Industrial Comm.	\$5,000.00
Housing Authority	600.00
Conservation Commission	<u>600.00</u>
Total Environmental	\$6,200.00

PASSED BY A UNANIMOUS VOICE VOTE!

The Town voted to raise and appropriate the following for Landfill:

Custodian's Salary	\$8,974.00
Custodian's Replacement	924.00
Maintenance	<u>16,000.00</u>
Total Landfill	\$25,898.00

PASSED BY A UNANIMOUS VOICE VOTE!

The Town voted to raise and appropriate the following for the Board of Health:

Consultant	\$2,000.00
General	5,135.00
Meat/Animal Inspector's Salary	250.00
Meat/Animal Inspector's Expense	450.00
Sanitation Fees	3,000.00
Nurse's Salary	13,246.00
Clerical	<u>8,800.00</u>
Total Board of Health	\$32,881.00

PASSED BY A UNANIMOUS VOICE VOTE!

The Town voted to raise and appropriate the following for Council on Aging and Veterans:

Council on Aging	\$14,622.00
Veterans' Agent's Salary	2,076.00
Veterans' Department Expense	527.00
Veterans' Benefits	3,000.00
Total Council on Aging & Veterans	\$20,225.00

PASSED BY A UNANIMOUS VOICE VOTE!

The Town voted to raise and appropriate the following for Cemeteries:

Expense	<u>\$14.00</u>
Total Cemetery	\$14.00

PASSED BY A UNANIMOUS VOICE VOTE!

The Town voted to raise and appropriate the following for Library:

Salaries	\$26,431.00
General Expense	12,069.00
Remodeling	<u>7,000.00</u>
Total Library	\$45,500.00

PASSED BY A UNANIMOUS VOICE VOTE!

The Town voted to raise and appropriate the following for Recreation:

Recreation Program	\$15,000.00
Memorial Day	<u>1,500.00</u>
Total Recreation	\$16,500.00

PASSED BY A UNANIMOUS VOICE VOTE!

The Town voted to raise and appropriate the following for Debt & Interest:

Debt	\$170,500.00
Interest	<u>107,416.00</u>
Total Debt & Interest	\$277,916.00

PASSED BY A UNANIMOUS VOICE VOTE!

The Town voted to raise and appropriate the following for Blanket Insurance:

Blanket Insurance	<u>\$50,000.00</u>
Total Blanket Insurance	\$50,000.00

PASSED BY A UNANIMOUS VOICE VOTE!

TOTAL ARTICLES 3 & 4	<u>\$3,582,988.00</u>
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Article 5.

The Town voted to raise and appropriate the sum of ten thousand (\$10,000.00) dollars from available funds in the treasury to the Stabilization Fund.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 6.

The Town voted to appropriate and transfer from available funds in the General Revenue Sharing Account, a Public Law #92-915, the sum of fifty thousand (\$50,000.00) dollars to the Blanket Insurance Account.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 7.

PASSED OVER BY A UNANIMOUS VOICE VOTE!

Article 8.

The Town voted to transfer a sum of two thousand five hundred (\$2,500.00) dollars from the receipts reserved account received from the County of Worcester as reimbursement for dog claims to the Dog Officer Expense Account for the fiscal year 1987.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 9.

The Town voted to require that all funds received into the General Fund in the fiscal year 1987 from direct state aid grants for public libraries be transferred to the special interest bearing account for the Simon Fairfield Public Library.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 10.

The Town voted to raise and appropriate the sum of one thousand five hundred

(\$1,500.00) dollars for the Growth Study Committee's operating expenses for fiscal year 1987.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 11.

The Town voted to require that all fines collected throughout the year by the Simon Fairfield Public Library be retained by the Library for the purpose of purchasing books.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 12.

The Town voted to transfer the sum of six thousand (\$6,000.00) dollars from the Ambulance Reserved Receipts Account to the Ambulance and Training Account.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 13.

The Town voted to reserve all receipts received by the Town of Douglas from ambulance user charges and user billings and ambulance donations and gifts to the Ambulance Reserve Receipts Account.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 14.

The Town voted to reserve the receipts from various Sanitation Fees paid to the Town to offset the costs of operating the Board of Health and to place said receipts in the Health Sanitation Fee Account.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 15.

The Town voted to appropriate the sum of fourteen thousand seven hundred ninety-five (\$14,795.00) dollars from the Board of Health Sanitation Fee Account to offset the cost of operating the Board of Health.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 16.

The Town voted to adopt a personnel by-law for supervising personnel policies among employees of the Town of Douglas as follows:

I GENERAL PROVISIONS

A. PURPOSE

The provisions of this Personnel Bylaw (herein referred to as the Bylaw) shall be for the purpose of providing, creating and supervising personnel policies in the Town of Douglas, Massachusetts.

B. APPLICATION:

The Bylaw shall apply to all employees, except those positions filled by

popular election, those under contract, and those under the direction and control of the School Committee. This Bylaw may be used as a guide for authorized officials in determining the compensation of and personnel policies for above exempt employees. The Bylaw shall go into effect no later than thirty (30) days from the date of its adoption.

C. BYLAW SUPERIORITY:

This Bylaw supercedes any policies, directives or personnel procedures now in effect, unless otherwise provided for or mandated by law.

D. SEVERABILITY:

Should any portion, section, or provision of this Bylaw be found invalid for any reason, that finding shall not affect the validity and force of any other section, portion, or provision of this Bylaw.

II. CREATION OF THE PERSONNEL BOARD

- A.** There shall be an unpaid Personnel Board consisting of five (5) town residents to be appointed as follows:

Two (2) members by the Board of Selectmen. The initial appointments shall be one for two (2) years and one for three (3) years.

Two (2) members by the Finance Committee. The initial appointments shall be one for two (2) years and one for three (3) years.

One (1) member by the Town Clerk for one year initially. All members of the Personnel Board should not be paid employees of the town, nor shall they be in conflict with any provisions of the Massachusetts Conflict of Interest Law M.G.L.268A. After the initial terms expire, all appointments will be for three (3) year terms. Any member may be reappointed. In the event of a vacancy of the Board, it shall be filled by the same appointing authority for the unexpired term.

- B.** In making these appointments, the appointing authority shall give consideration to the personal qualifications of those citizens who will best meet the responsibility of the Board to represent both Town employees and taxpayers. If possible, the make-up of the Board shall consist of people who are familiar with the principles and experienced in the methods and practices of labor relations and personnel administration.

- C.** Forthwith after its appointment, and annually, the Board shall meet and organize by electing a chairman. A majority of the Board shall constitute a quorum for the transaction of business. A majority of the Board shall determine the action the Board must take on all matters which it is authorized or required to act upon under this bylaw.

- D.** The Board shall be vested with all the powers and duties specified in the General Laws of the Commonwealth, Chapter 41, Section 108C.

- E.** The Board shall be vested with the authority to promulgate such rules and regulations as are necessary for the proper administration of this Bylaw and any classification and compensation plans adopted hereunder.

F. The Personnel Board shall appoint a Personnel Assistant, who is not a member of the Board, who shall be responsible for the administration of this Bylaw and any classification and compensation plans and such rules and regulations regarding such plans as may be promulgated by the Personnel Board. The Personnel Assistant shall maintain adequate personnel records of all employees occupying positions subject to this Bylaw and any classification and compensation plans. He or she shall furnish the Board with information and make recommendations as to initial classification, approval of requests, the settlement of grievances, and any other actions relevant to this bylaw.

G. The Personnel Assistant shall attend meetings and hearings of the Board and keep proper and adequate records of said meetings and hearings, but shall not be entitled to vote.

H. The Personnel Assistant shall record decisions of the Board which are rendered and advise the affected department and employee in each instance. He or she shall work under the authority and direction of the Board in implementing and administering the provisions of this Bylaw.

I. The Board may adopt rules and regulations, not inconsistent with the provisions of this Bylaw, for the conduct of any hearing before it.

J. The Board shall establish a classification and compensation plan and shall review it annually. The Board shall recommend action necessary to maintain said plan and/or policies fairly and equitably. Said recommendations may take the form of an article on the warrant for consideration by any annual or special town meeting, provided that such action be in conformance with general bylaws of the town. Such recommendations shall be made available for use by all departments in preparing their annual budgets.

K. The Board shall maintain written job descriptions and specifications of the classes in the classification plan for the administration of this Bylaw.

L. The Board shall make an annual report in writing, which shall be included in the annual Town Report.

M. The Board in carrying out its duties under this Bylaw shall exercise the town policy of equal employment opportunity.

III. COOPERATION OF PERSONNEL BOARD WITH OTHER TOWN COMMITTEES AND BOARDS:

The Personnel Board shall confer with the School Committee and Finance Board from time to time, but no less frequently than annually, about wages, salaries, hours and conditions of employment of town employees. They shall establish a cooperative procedure for the exchange of information about wages, hours and conditions of employment.

IV. DEFINITIONS:

A. **REGULAR FULL-TIME EMPLOYEE:** An employee who works the customary number of hours weekly, at least 35, and who maintains continuous, regular employment status.

B. REGULAR PART-TIME EMPLOYEE: An employee who works between 20 and 35 hours weekly and who maintains continuous, regular employment status.

C. REGULAR LIMITED PART-TIME EMPLOYEE: An employee who works fewer than 20 hours weekly and who maintains regular, continuous employment status.

D. TEMPORARY EMPLOYEE: An employee who does not maintain continuous, regular employment status.

E. PROBATIONARY EMPLOYEE: A new employee is considered probationary during the first ninety (90) days of employment. If it becomes apparent during this period that a person's performance is not satisfactory, his or her employment will be terminated immediately. A written review shall be prepared by the Department Head at the end of the probationary period. Said review will state whether the probationary employee has performed his or her duties satisfactorily to be accepted as a Regular Town Employee. If said probationary employee is not acceptable, the reason(s) will be stated.

F. DEPARTMENT HEAD: The officer, board, or other body having immediate supervision and control of a department (i.e., School Superintendent, Police Chief, Library Director, Highway Superintendent, Town Nurse, Water Superintendent, etc.).

G. ADMINISTRATIVE or APPOINTING AUTHORITY: Elected official or board or the appointing authority having jurisdiction over a Department Head (i.e., School Committee, Library Trustees, Selectmen, etc.).

H. DEPARTMENT: Any department, board, committee, commission, or other agency of the Town subject to this Bylaw.

I. RELEASE: Release is a permanent separation of employment caused by elimination of the job. The person who is released will be given first consideration for any current or future Town job vacancy for which that employee is qualified. Regular employees who are released will be entitled to termination pay, not to exceed the current pay period.

J. RESIGNATION: Resignation is a voluntary, permanent separation of employment initiated by the employee. The employee must give his or her department head two weeks written notice in advance of the termination date. An employee who resigns is not entitled to any termination pay.

K. RETIREMENT: Retirement is a voluntary, permanent separation of employment of a regular employee who has satisfied the Town requirements for retirement benefits. (See Retirement Section.)

L. INVOLUNTARY RETIREMENT: Any Department Head or Appointing Authority who is of the opinion that any member employed therein should be retired for superannuation, ordinary disability, or accidental disability,

may file with the Board on a prescribed form a written application for such retirement. Such application shall include a fair summary of the facts upon which such opinion is premised. The applicant shall forthwith deliver to such member by registered mail, with a return receipt requested, a copy of such application, together with a brief statement of the options available to such member on his or her retirement, and a statement of his right to request a hearing before the Board with regard to such retirement. Further, any employee aggrieved by any action or inaction taken, or decision of the Board rendered relative to this matter, shall have the right of review, if any, available to him or her as provided for in Massachusetts General Laws, Chapter 32, Section 16.

M. DISCHARGE: Discharge is an involuntary, permanent separation of employment for cause or inability to perform duties of the job. A discharged employee is not entitled to any termination pay. (See Grievance Section.)

V. PHYSICAL EXAMINATION:

All new employees shall be required to take a physical examination as a precondition of employment. The examining physician shall be designated by the Personnel Board and shall give an opinion as to whether the applicant is physically qualified to perform the duties of the position for which application is made. The Personnel Board may waive this requirement for certain positions as they deem appropriate and in the best interests of the Town. The examination shall be at the expense of the Town.

VI. TIME RECORDING:

A weekly, written record shall be kept by all hourly employees, which shall include the starting time, the time the employee starts any lunch break, the time the employee finishes the lunch break, and the time the employee finished working for the day; as well as overtime, vacation days, personal days, sick days, holidays and other leaves granted by this Bylaw. If the employee has to stop working for other reasons and returns to work later, these times shall also be recorded. These time records shall be signed by the employee and his or her supervisor. They shall be kept, in accordance with Massachusetts General Laws, Chapter 151, Section 15, for at least two years after the entry date of the record.

MASSACHUSETTS G.L., CH. 151, SEC. 15: Every employer shall keep a true and accurate record of the name, address and occupation of each employee, of the amount paid each pay period to each employee, of the hours worked each day and each week by each employee, and other such information as the commissioner in his discretion shall deem material and necessary.

The Personnel Board, with the advice and approval of the Town Accountant and Town Treasurer, may adopt and from time to time amend a time record form and pay voucher for use by employees covered by this Bylaw. Compensation for hourly employees shall be based on actual hours worked, which shall not include lunch breaks. Further, the Personnel Board may adopt special procedures and forms for time recording for certain departments if such special procedures are deemed necessary and appropriate.

VII. OVERTIME:

All non-salaried employees are entitled to overtime pay. Overtime pay must be approved by the Department Head in advance. Regular full-time employees whose work week is forty hours will be paid for hours worked over eight in any one day, at the rate of one and one-half times the normal hourly rate. Employees who work less than forty hours per week and who work overtime hours as approved by the Department Head, shall be compensated for said overtime at the rate of their regular pay, figured on an hourly basis.

Further, overtime earned by employees and approved by the Department Head, may, at the discretion of the Department Head, be awarded by compensatory time, figured on the same basis as overtime pay. An employee must use compensatory time during the same pay period in which it is earned. All overtime pay, as approved by the Department Head, shall be subject to appropriation by Town Meeting or other source of funds approved for overtime pay by the Town Accountant.

A. LEAVE SCHEDULE:

A-I Regular full-time employees and Department Heads; the following paid leave schedule will apply:

	VACATION	PERSONAL
40 weeks continuous	1 week	3 days
1 year	1 week	3 days
2 years	2 weeks	3 days
5 years	3 weeks	3 days
10 years	4 weeks	3 days
15 years	5 weeks	3 days
20 years	6 weeks	3 days

A-II. Regular part-time employees; the following paid leave schedule will apply:

1 year	1 week	2 days
2 years	2 weeks	2 days
5 years	3 weeks	2 days
12 years	4 weeks	2 days

A-III. Regular limited part-time employees; the following paid leave schedule will apply:

	VACATION	PERSONAL
1 year	1 week	0 days
2 years	2 weeks	0 days

VACATION WEEKS are defined as the individual's normal work weeks. A regular employee of any category shall be granted an additional day(s) of

vacation if, while on vacation, a designated holiday(s) occurs. Vacation must be used during the year it is earned, except that new employees, after forty (40) weeks continuous employment, may use their earned vacation time, any time until their second anniversary date of employment.

B. HOLIDAYS are official State holidays and are given to regular employees of all categories. If a State holiday falls on a Saturday, the Friday before it will be the designated holiday leave. If the State holiday falls of a Sunday, the Monday following will constitute the holiday. Regular employees will receive holiday leave pay only for the state holidays (or the above designated days) which fall on their normal work day.

C. SICK DAYS are given to regular full-time employees and to regular part-time employees and shall be accumulated at the rate of 1.25 days per month. They may be accumulated up to 120 days. No buy-back provisions are made for sick days. Regular limited part-time employees are entitled to five sick days per year, nonaccruable. Any employee who takes more than five (5) continuous work days as sick days, shall provide his or her Department Head with proper documentation from his or her physician. **PERSONAL DAYS** must be used during the year they are earned.

D. BEREAVEMENT DAYS are for immediate family of the regular employee. Paid bereavement time may not exceed three (3) consecutive days (normal work days). "Immediate family" is defined as legal spouse, son, daughter, father, mother, sister, brother, mother-in-law, and father-in-law only. Additional bereavement time may be taken from personal or vacation days, upon approval by an employee's supervisor.

E. HEALTH INSURANCE:

Any employee working 20 hours a week or more is eligible for health insurance coverage as provided by the town.

F. LIFE INSURANCE:

The Town offers a voluntary group life and accidental death and dismemberment insurance policy to all employees who work twenty (20) hours or more a week.

G. RETIREMENT:

The Town of Douglas has a retirement program under General Laws, Chapter 32, Section 1-28, and other special acts of the Commonwealth of Massachusetts. An employee must be working a minimum of 20 hours a week to qualify for the retirement program.

A. BEREAVEMENT LEAVE:

Regular employees may take up to three consecutive workdays of paid bereavement leave in the event of a death in the employee's immediate family. The immediate family is defined as legal spouse, son, daughter, father, mother, sister, brother, mother-in-law and father-in-law only. Additional bereavement time may be taken from an employee's accrued personal or vacation days, upon approval by an employee's supervisor.

B. MATERNITY LEAVE:

Regular female employees may take up to sixteen (16) consecutive weeks of unpaid maternity leave. An employee desiring to take maternity leave must give two weeks notice in writing to her supervisor stating the expected date the leave would begin, and two weeks notice in writing to her supervisor of the expected date of her return to work. Said notice must include a written statement from the employee's physician that the employee is fit and able to continue employment up to delivery date, or other such time as the physician deems safe.

An employee who does not expect to return to work after maternity leave must tender her resignation, in writing, giving a one-month notice. An employee may extend her maternity leave by using personal days and vacation days, upon approval of her supervisor.

An employee granted maternity leave under this Bylaw, shall, upon returning to work, be restored to her previous, or similar position without loss of seniority, accrued benefits, or wage level as she had on the date of commencement of her maternity leave.

An employee who fails to return to work on the expected date of the end of her maternity leave, and who has failed to make provisions for extending her leave, shall be considered to have voluntarily terminated her employment.

C. PATERNITY LEAVE:

The Town will grant, upon request, an unpaid paternity leave of up to four (4) weeks. A request for paternity leave must be made in writing to an employee's immediate supervisor two (2) weeks prior to the expected date of the leave.

D. MILITARY LEAVE:

An employee in the armed forces reserve or National Guard, who shall be required and who does attend annual active duty for training, shall be paid the difference between the compensation received for such active duty and his or her regular compensation from the town, provided that such payment by the town shall be limited to a period not to exceed two (2) weeks in any twelve (12) month period, and shall not include payment to members of the National Guard or reserves who may be mobilized during an emergency.

E. UNPAID LEAVE OF ABSENCE:

The Town may grant an unpaid leave of absence to eligible employees for specific periods of time, up to ninety (90) days, and for specific reasons. The Town grants a leave of absence so that length of service of an employee is protected. Seniority will continue to accrue for the duration of the leave. No fringe benefits will accrue during the unpaid leave of absence.

All regular full-time and part-time employees are eligible for an unpaid leave of absence after one year of service. All other employees are not eligible.

A leave must be requested for a specific period of time, up to ninety (90) days. The reason for the leave will determine the length of time that can be granted.

A Department Head, upon his approval of a request for leave of absence, will forward the written request to the Personnel Board for final approval. The employee must report to work on or before the end of the leave, unless an extension has been granted. All requests for extensions must be made in writing at least two weeks before the end of the original leave. If an employee does not report to work when expected, his or her absence will be considered a voluntary termination of employment.

F. JURY DUTY:

An employee summoned to jury duty will be excused from work for the period required to perform the jury duty. If the jury is prematurely excused from duty during the time of its service, the employee is expected to return to work as usual. An employee required to serve on a jury, and thus having to be absent from work, shall, upon presentation of a jury service certificate to his or her immediate supervisor, be paid his or her regular wages by the Town for the first three days of jury service. Employees required to serve on a jury for more than three days shall be compensated by the Commonwealth in accordance with General Laws, Chapter 234A, and shall not be eligible for any further payment for jury service from the town.

X. EMPLOYEE WORK EVALUATION:

In order to promote a constructive employee-supervisor relationship, maintain high standards of work performance, provide for continued professional improvement, and establish criteria for employee wage adjustment and advancement, all regular employees shall be entitled to, and shall receive, written work evaluations from their immediate supervisors, or appointing authorities. The evaluations shall be given at the end of an employee's probationary period, on the anniversary date of the employee's hiring, and thereafter, annually on the anniversary date of an employee's hiring.

The evaluator or appointing authority shall use the standard form, adopted by the Board, as the written form of an employee's evaluation. The evaluator shall fill out the form, giving a copy to the employee, and shall meet with the employee to discuss the evaluation and the employee's performance during the period covered in the report. The evaluation report shall become part of an employee's permanent personnel file. An employee may comment on the evaluation, in writing, and include that written comment in his or her permanent personnel file.

XI. GRIEVANCE PROCEDURE:

A. The purpose of the Grievance Procedure is to ensure fair and equitable treatment for all employees, eliminate dissatisfaction, and resolve problems so that constructive work-producing relationships can be maintained for the benefit of all.

B. STEP 1. THE IMMEDIATE SUPERVISOR: The employee will bring the situation to the attention of his or her immediate supervisor within five (5) working days of the occurrence of the problem creating the grievance, explaining the nature of the problem and suggested solution, if the employee has one. After being confronted with the grievance, the supervisor will investigate, and provide a solution or an explanation to the employee within five (5) working days.

The above two procedures in STEP 1 must include the completion of GRIEVANCE FORM A, which shall be adopted by the Board.

C. STEP 2. THE DEPARTMENT HEAD: If the solution or explanation the supervisor gives does not clear the situation, the employee is allowed five (5) working days to refer his grievance in writing to the department head. The department head will provide a written answer to the employee within five (5) working days of the time he or she receives the grievance. The above two procedures in STEP 2 must include the completion of GRIEVANCE FORM B, which shall be adopted by the Board.

D. STEP 3. PERSONNEL BOARD: If the employee is dissatisfied with the solution or answer provided by the department head, he or she will have an additional five (5) working days to appeal his or her grievance to the Personnel Board by filling out GRIEVANCE FORM C with the Board. GRIEVANCE FORM C shall be adopted by the Board.

E. The Personnel Board shall:

a. Hold a hearing at its next scheduled meeting with the employee, supervisor and/or department head on the grievance. All parties shall be notified in writing as to date, time, and place of said hearing.

b. After careful consideration of all facts, the Board will render a final decision in writing no later than the next scheduled meeting following the hearing, or within thirty (30) days, whichever is sooner.

NOTE: If the department head is the immediate supervisor, STEP 2 should be eliminated in this procedure. In the event unusual or unforeseen circumstances do not permit STEP 1 and/or STEP 2 to be implemented, then any aggrieved employee may, in writing, so notify the Personnel Board for appropriate action.

XII. DISCIPLINARY ACTION/SEPARATION OF EMPLOYMENT:

A. DISCIPLINARY ACTION: The purpose of the Disciplinary Section is to provide an orderly, documented procedure to implement disciplinary action against any employee covered by this Bylaw, for due cause. It is hoped that most infractions concerning an employee's conduct or work habits can be satisfactorily corrected following the verbal reprimand or warning outlined in STEP 1. STEP 2 and STEP 3 should be implemented for persistent misconduct.

B. STEP 1. VERBAL WARNING: The supervisor or department head will bring the situation to the attention of the employee, explaining the nature of the problem, and giving a verbal warning that should the employee's performance not improve within a given time, then STEP 2 of the disciplinary action procedures may be implemented.

C. STEP 2. WRITTEN WARNING: If the verbal warning does not produce satisfactory results in the employee's performance, then the supervisor, or

department head, may issue the employee a written warning. This written warning shall consist of completing DISCIPLINARY FORM A, which shall be adopted by the Board. The employee has the right to file a counter statement concerning the situation. The employee should file the counter statement with the Personnel Board and supply the supervisor/department head with a copy.

D. STEP 3. DISCIPLINARY ACTION: If the written warning does not produce satisfactory results in the employee's performance, then the supervisor, or department head, may file the DISCIPLINARY FORM B with the Personnel Board and request a hearing concerning the employee's misconduct and consider possible disciplinary action. Said DISCIPLINARY FORM B shall be adopted by the Board. Upon receipt of DISCIPLINARY FORM B, the Personnel Board will schedule a hearing at its next regularly scheduled meeting, or within thirty (30) days, whichever is sooner. The supervisor and/or department head, and employee shall be notified in writing as to date, time, and place of the hearing. The Personnel Board, after careful consideration of all the facts and circumstances, shall render a decision, which in no case shall be later than thirty (30) days following the hearing.

E. In the event of severe circumstances involving due cause for immediate suspension or termination of an employee, the supervisor or department head may inform the employee of such action in writing, giving the reasons for such action. The supervisor or department head will supply the Personnel Board with a copy of such action as soon as possible. Such action shall have the effect of immediate suspension with pay, until the Personnel Board can hold a hearing on the action and render a final decision. The supervisor and/or department head and employee will be notified in writing as to the date, time and place of hearing. Said hearing will be held as soon as possible, but in no event later than ten (10) working days from the receipt of the written notice from the Supervisor or Department Head.

PASSED BY A MAJORITY VOICE VOTE!

(Declared a 2/3 Majority by the Moderator.)

Article 17.

The Town voted to raise and appropriate the sum of four thousand two hundred (\$4,200.00) dollars as the Town's share of the purchase price of a new van to be used as an Elder Bus for the senior citizens of the Town and to authorize the Board of Selectmen and the Council on Aging to purchase same provided the balance of the funds necessary to purchase the van are obtained from other sources.

PASSED BY A MAJORITY VOICE VOTE!

Article 18.

The Town voted to authorize the Town Treasurer to enter into a compensating balance agreement or agreements for fiscal year 1987 pursuant to General Laws, Chapter 14, Section 53F.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 19.

The Town voted to transfer from the Sale of Cemetery Lots Account the sum of nine hundred fifty-five (\$955.00) dollars to the Cemetery Expense Account.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 20.

The Town voted to raise and appropriate the sum of five hundred (\$500.00) dollars to fund expenses incurred by the Town of Douglas in implementing and carrying out the requirements of General Laws, Chapter 111F, The Right to Know Law, during the fiscal year 1987.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 21.

The Town voted to authorize the Board of Assessors to appoint one or more of their members to work for compensation and to establish such compensation to be paid to said member for fiscal year 1987, annually.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 22.

PASSED OVER BY A UNANIMOUS VOICE VOTE!

Article 23.

The Town voted to transfer the sum of thirty three thousand one hundred thirty-seven (\$33,137.00) dollars from the Sewer Betterment Receipts Reserved for Appropriation Account to the Sewer Department and Interest Account and to reduce the General Debt & Interest Account by a like sum.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 24.

The Town voted to transfer the sum of ten thousand (\$10,000.00) dollars from the Overlay Surplus Account to the Reserve Fund.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 25.

The Town voted to transfer from available funds in the Anti-Recession Account the sum of four hundred thirty-one (\$431.00) dollars to the Cemetery Expense Account.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 26.

The Town voted to raise and appropriate the sum of nine thousand two hundred (\$9,200.00) dollars for a highway pick-up truck and to authorize the Board of Selectmen to dispose of a used highway pick-up truck.

PASSED BY A UNANIMOUS VOICE VOTE!

RESOLUTION.

That the Moderator appoint members of the Finance Committee for the Town of Douglas and that no elected or appointed official or employee be appointed to said Committee.

Appointees to special committees may serve on the Town of Douglas Finance Committee but must abstain on votes affecting the committee to which they have been appointed.

The Chairman of the Board of Selectmen and Assessors as their designees shall be able to attend and participate in all discussions without a vote.

The meeting was adjourned at 12:50 p.m.

A TRUE COPY.

ATTEST:

BETTYANN McCALLUM

Town Clerk

SUMMARY OF ANNUAL TOWN MEETING
May 17, 1986

Money to be RAISED & APPROPRIATED (from tax levy):

Articles 3 & 4 (Gen. Gov't)	\$3,582,988.00
Article 5 (Stabilization Fund)	10,000.00
Article 10 (Growth Study Comm.)	1,500.00
Article 17 (Elder Van)	4,200.00
Article 20 (Right to Know)	500.00
Article 26 (Highway truck)	<u>9,200.00</u>
TOTAL TO BE RAISED & APPROPRIATED	\$3,608,388.00
	<u>-6,874.00</u>
	\$3,601,514.00

Money to be APPROPRIATED (from Offset Receipts):

Article 15 (Sanitation Fees)	\$14,795.00
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Money to be TRANSFERRED (from other sources):

Article 8 (Dog Officer Expense)	\$2,500.00
Article 12 (Ambulance & Training)	6,000.00
Article 19 (Cemetery Expense)	955.00
Article 23 (Sewer Expense & Interest)	33,137.00
Article 24 (Reserve Fund)	10,000.00
Article 25 (Cemetery Expense)	<u>431.00</u>

TOTAL TO BE TRANSFERRED **\$53,023.00**

Money to be APPROPRIATED & TRANSFERRED:

Article 6 (from Revenue Sharing)	\$50,000.00
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TOTAL FISCAL 1986	\$3,726,206.00
	<u>-6,874.00</u>
	\$3,719,332.00

Amended 10/8/86

SPECIAL TOWN MEETING
Wednesday, July 30, 1986, 7:00 P.M.

Pursuant to the foregoing warrant the inhabitants of the said Town of Douglas who are qualified to vote in elections and Town affairs, met in the Town Hall in East Douglas on Wednesday, July 30, 1986, at 7:00 p.m. There being a quorum present (37 registered voters), the meeting was opened by the Moderator, Merton A. Mowry. The Moderator read the warrant and the Town voted as follows:

Article 1.

The Town of Douglas voted to accept an Equal Educational Opportunity Grant for the fiscal year 1987 in the amount of \$149,669.00 under the provisions of G. L. Chapter 70A, Section 5, as inserted by Chapter 188 of the Acts of 1985. Said grant shall be paid by the Commonwealth to and expended by the Blackstone Valley Vocational Regional School District Committee for direct services expenditures.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 2.

The Town of Douglas voted to accept the Equal Educational Opportunity Grant for the Douglas Public Schools for the fiscal year 1987 in the amount of \$148,261.00 under the provisions of G. L. Chapter 70A, Section 5, as inserted by Chapter 188 of the Acts of 1985. Said grant shall be expended by the School Committee for direct educational expenditures.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 3.

The Town of Douglas voted to join the Worcester Regional Transit Authority pursuant to the provisions of Section 3 of Chapter 161B of the Massachusetts General Laws.

Article 3 Approved 9/26/86

PASSED BY A UNANIMOUS VOICE VOTE!

The meeting was adjourned at 8:00 p.m.

A TRUE COPY.

ATTEST:

BETTYANN McCALLUM

Town Clerk

RESIGNATIONS:

June 30, 1986 — Norma Dix, Board of Registrars.
 July 29, 1986 — David R. Manning, Douglas Historical Commission.
 July 30, 1986 — John Jussaume, Board of Registrars.
 September 18, 1986 — Robert V. Choquette, Personnel Board.

APPOINTMENTS:

August 20, 1986 — Eleanor Baca, Board of Registrars for 2 years.
 August 20, 1986 — Priscilla A. Parker, Douglas Historical Commission.
 September 18, 1986 — Christine Anderson, Personnel Board for 2 years.

STATE PRIMARY

Tuesday, September 16, 1986

Pursuant to the foregoing warrant the inhabitants of the said Town of Douglas who are qualified to vote in elections and Town affairs, met in the Town Hall in East Douglas on Tuesday, September 16, 1986.

The following were sworn to faithful performance of their duties as election officers: Ballot Clerks — Mary Dtugocenski, Barbara Smith; Ballot Checkers — Maryann Gardner, Catherine Gilrein, Rose Rhody; Ballot Box Attendants — Ethel Cahill, Theodore Cormier; Constables — Charles D. McCann, Charles B. McCue; Tabulator — Frances Hippert; Counters — Brenda Ballou, Carol A. Bloniasz, Joanne Murray, Cecile Stienstra, Lori Baca, Sharon Smith, Barbara Yacino, Frances Jolda and Cecile Carter.

The warrant was read by the Moderator, Merton Mowry, and the polls were opened at 7:00 a.m.

The Town voted as follows:

DEMOCRATIC PARTY**Governor**

Michael S. Dukakis	Two hundred ten	210
Blanks	Sixty-seven	<u>67</u>
		277

Lieutenant Governor

Gerard D'Amico	One hundred twenty-six	126
Evelyn F. Murphy	One hundred forty-seven	147
Blanks	Four	<u>4</u>
		277

Attorney General

James M. Shannon	One hundred sixty	160
JoAnn Shotwell	Ninety-nine	99
Blanks	Eighteen	<u>18</u>
		277

Secretary of State

Michael Joseph Connolly	Two hundred four	204
Blanks	Seventy-three	<u>73</u>
		277

Treasurer

Robert Q. Crane	One hundred eighty-nine	189
Blanks	Eighty-eight	<u>88</u>
		277

Auditor

A. Joseph DeNucci	One hundred twenty-six	126
Maura A. Hennigan	Eighty-eight	88
Charles Calvin Yancey	Thirty-four	34
Blanks	Twenty-nine	<u>29</u>
		277

Congressman, Third District

Joseph D. Early	Two hundred seventeen	217
Blanks	Sixty	<u>60</u>
		277

Councillor, Seventh District

Thomas P. Hamilton	Eighty-four	84
Les Harvey	Thirty-nine	39
James D. O'Brien, Jr.	One hundred three	103
Blanks	Fifty-one	<u>51</u>
		277

Senator in General Court, Worcester & Norfolk District

Louis P. Bertonazzi	Two hundred twenty-three	233
Blanks	Fifty-four	<u>54</u>
		277

Representative in General Court, Eighth Worcester District

Richard T. Moore	Two hundred twenty-eight	228
Blanks	Forty-nine	<u>49</u>
		277

District Attorney, Middle District

John J. Conte	Two hundred five	205
Blanks	Seventy-two	<u>72</u>
		277

Sheriff, Worcester County

Michael J. Donoghue	One hundred thirteen	113
John M. Flynn	One hundred fifty-one	151
Blanks	Thirteen	<u>13</u>
		277

County Commissioner, Worcester County

Francis J. Holloway	Two hundred one	201
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Blanks	Seventy-six	<u>76</u>
		277

The polls closed at 8:00 p.m.

A True Copy.
 ATTEST:
 BETTYANN McCALLUM
 Town Clerk

REPUBLICAN PARTY

Governor		
Gregory S. Hyatt	Forty-one	41
Royall H. Switzler	Fifteen	15
George Kariotis	Eleven	11
Blanks	Fifteen	<u>15</u>
		82
Lieutenant Governor		
Nicholas M. Nikitas	Fifty-nine	59
Blanks	Twenty-three	<u>23</u>
		82
Attorney General		
Edward F. Harrington	Sixty-eight	68
Blanks	Fourteen	<u>14</u>
		82
Secretary of State		
Deborah R. Cochran	Sixty-six	66
Blanks	Sixteen	<u>16</u>
		82
Treasurer		
L. Joyce Hampers	Sixty-seven	67
Blanks	Fifteen	<u>15</u>
		82
Auditor		
Andrew S. Natsios	Thirty-four	34
William 'Bill' Robinson	Thirty-nine	39
Blanks	Nine	<u>9</u>
		82
Congressman, Third District		
No Nominations		
Kenneth Redding	One	1
Blanks	Eighty-one	<u>81</u>
		82

Councillor, Seventh District

No Nominations

Blanks

Eighty-two

82

82

Senator in General Court, Worcester & Norfolk District

No Nominations

Blanks

Eighty-two

82

82

Representative in General Court, Eighth Worcester District

Paul J. Kelly

Sixty-four

64

Blanks

Eighteen

18

82

District Attorney, Middle District

No Nominations

Blanks

Eighty-two

82

82

Sheriff, Worcester County

Alexander C. Stowe

Sixty-four

64

John M. Flynn

One

1

Blanks

Seventeen

17

82

County Commissioner, Worcester County

No Nominations

Blanks

Eighty-two

82

82

The polls closed at 8:00 p.m.

A True Copy.

ATTEST:

BETTYANN McCALLUM

Town Clerk

SPECIAL TOWN MEETING**Wednesday, October 8, 1986, 7:00 p.m.**

Pursuant to the foregoing warrant the inhabitants of the said Town of Douglas who are qualified to vote in elections and Town affairs, met in the Town Hall in East Douglas on Wednesday, October 8, 1986, at 7:00 p.m. There being a quorum present (57 registered voters), the meeting was opened by the Moderator, Merton A. Mowry. The Moderator read the warrant and the Town voted as follows:

Article 1.

The Town voted to transfer from available funds in the treasury in the Free Cash Account the sum of one hundred seventy thousand one hundred (\$170,100.00) dollars to

offset the Fiscal Year 1987 tax rate.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 2.

The Town voted to transfer from available funds in the treasury in the Free Cash Account the sum of sixteen thousand (\$16,000.00) dollars to the Group Insurance Account.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 3.

The Town voted to transfer from available funds in the treasury in the Free Cash Account the sum of ten thousand two hundred (\$10,200.00) dollars to the Town Audit Account for the purpose of contracting for a financial audit of municipal operations for Fiscal Year 1985-86.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 4.

The Town voted to transfer from available funds in the treasury in the Free Cash Account the sum of seven hundred forty (\$740.00) dollars to the Highway Pick-Up Truck Account.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 5.

The Town voted to purchase a used Ford fire truck under the direction and supervision of the Board of Selectmen, and to authorize the transfer of the sum of twenty thousand (\$20,000.00) dollars from the Stabilization Account and the sum of five thousand (\$5,000.00) dollars from available funds in the Free Cash Account to Fire Department Equipment Purchasing Account.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 6.

The Town voted to transfer from available funds in the treasury Free Cash Account the sum of six thousand (\$6,000.00) dollars to the Fire Department Improvement Account to be used for the purpose of renovating the Department Fire Station.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 7.

The Town voted to transfer from available funds in the treasury in the Free Cash Account the sum of three thousand two hundred (\$3,200.00) dollars to Landfill Monitor Well Testing Account.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 8.

The Town voted to transfer from available funds in the treasury in the Free Cash Account the sum of forty-four thousand (\$44,000.00) dollars to the Aquifer Study Account to fund the testing of a potential new municipal water supply and to authorize the Aquifer Study Committee to retain a qualified consulting firm to conduct said testing.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 9.

The Town voted to transfer from available funds in the treasury in the Free Cash Account the sum of one thousand eight (\$1,008.00) dollars for the payment of prior year bills for the purpose of renovating the Douglas Center School/VFW Hall.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 10.

The Town voted to raise and appropriate the sum of nine hundred twenty-six thousand one hundred eighty-seven (\$926,187.00) dollars for School Bond Interest and Principal payments.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 11.

The Town voted to amend the Fiscal Year 1986-87 appropriation to the County Retirement Account from ninety-three thousand (\$93,000.00) dollars, as voted under Article 3 of the May 17, 1986, Annual Town Meeting, to eighty-six thousand one hundred twenty-six (\$86,126.00) dollars, a decrease of six thousand eight hundred seventy-four (\$6,874.00) dollars.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 12.

To see if the Town will vote to amend the Fiscal Year 1986-87 appropriation to the Council on Aging from fourteen thousand six hundred twenty-two (\$14,622.00) dollars, as voted under Article 3 of the May 17, 1986, Annual Town Meeting, to twelve thousand six hundred twenty-two (\$12,622.00) dollars, a decrease of two thousand (\$2,000.00) dollars, or to take any other action relative thereto.

DEFEATED BY A UNANIMOUS VOICE VOTE!

Article 13.

The Town voted to purchase a certain parcel of land recorded in the Worcester County Registry of Deeds Book 2731, Page 358, for the sum of thirty-five thousand (\$35,000.00) dollars for the purpose of improving the Douglas High School construction project, with said funds to be transferred from the proceeds of the Bond Sale authorized under Article 1 of the Special Town Meeting held Saturday, May 11, 1986.

PASSED BY A UNANIMOUS VOICE VOTE!

Article 14.

The Town voted to rescind the actions taken at Town Meetings authorizing the borrowing of funds in amounts, for purposes, and on the dates as follows:

\$42,000.00	Sewer Engineering	June 30, 1977
9,000.00	Purchase Highway Truck	May 17, 1980
162,511.00	Sewer Project Work	February 3, 1982

PASSED BY A UNANIMOUS VOICE VOTE!

Article 15.

The Town voted to amend action taken under Article 1 of the Special Town Meeting held Wednesday, March 26, 1986, by replacing the phrase "to fund a comprehensive solid waste disposal study for the Town" with the phrase "to conduct activities to provide the Town with a means for future solid waste disposal".*

PASSED BY A MAJORITY VOICE VOTE!

(* It was noted that the original article states that the Board of Health must report at the 1987 Annual Town Meeting. This must still be complied with.)

Article 16.

TABLED BY A UNANIMOUS VOICE VOTE!

The meeting was adjourned at 7:40 p.m.

A True Copy.

ATTEST:

BETTYANN McCALLUM

Town Clerk

STATE ELECTION

Tuesday, November 4, 1986

Pursuant to the foregoing warrant the inhabitants of the Town of Douglas who are qualified to vote in elections and Town affairs, met in the Town Hall in East Douglas on Tuesday, November 4, 1986.

The following were sworn to faithful performance of their duties as election officers: Ballot Clerks — Mary Dlugocinski, Cecile Carter, Jane Cooney; Ballot Checkers — Peter Yacino, Beatrice Poplawski, Rose Rhody; Ballot Box Attendants — Theodore Cormier, Ernest Hippert; Constables — Charles B. McCue, Charles D. McCann, Ernest Hippert; Tabulators — Anne Burgess, Frances Hippert; Counters — Brenda Ballou, Lorraine Tetreau, Jane Lanpher, Joanne Murray, Beverly Hughes, Jo-Ann Yacino, Lori Baca, Frances Jolda, Maryann Gardner, Sharon Smith, Barbara Yacino, Helen Dixon, Monica Prunier, Cecile Stienstra.

The warrant was inspected by the Town Clerk, BettyAnn McCallum, and found to be in order. The Polls were opened at 7:00 a.m.

The Town voted as follows:

GOVERNOR & LIEUTENANT GOVERNOR:

Dukakis & Murphy	Eight hundred eleven	811
Kariotis & Nikitas	Four hundred sixty-nine	469
Grag Hyatt	One	1
Edward King	One	1
Blanks	Fifty	<u>50</u>
		1,332

ATTORNEY GENERAL:

Edward F. Harrington	Five hundred seventy-three	573
James M. Shannon	Six hundred ninety-seven	697
Blanks	Sixty-two	<u>62</u>
		1,332

SECRETARY OF STATE:

Michael Joseph Connolly	Eight hundred twenty-six	826
Deborah R. Cochran	Four hundred twenty-four	424
Blanks	Eighty-two	<u>82</u>
		1,332

TREASURER:

Robert Q. Crane	Six hundred ninety-three	693
L. Joyce Hampers	Five hundred seventy-five	575
Blanks	Sixty-four	<u>64</u>
		1,332

AUDITOR:

A. Joseph DeNucci	Seven hundred twenty	720
William "Bill" Robinson	Five hundred four	504
Blanks	One hundred eight	<u>108</u>
		1,332

REPRESENTATIVE IN CONGRESS, THIRD DISTRICT:

Joseph D. Early	One thousand twenty-three	1,023
Richard T. Moore	One	1
Blanks	Three hundred eight	<u>308</u>
		1,332

COUNCILLOR, SEVENTH DISTRICT:

James D. O'Brien, Jr.	Nine hundred thirty-eight	938
Blanks	Three hundred ninety-four	<u>394</u>
		1,332

**SENATOR IN GENERAL COURT,
WORCESTER & NORFOLK DISTRICT:**

Louis P. Bertonazzi	One thousand three	1,003
Blanks	Three hundred twenty-nine	<u>329</u>
		1,332

**REPRESENTATIVE IN GENERAL COURT,
EIGHTH WORCESTER DISTRICT:**

Richard T. Moore	One thousand twelve	1,012
Paul J. Kelly	Two hundred sixty-five	265
Blanks	Fifty-five	<u>55</u>
		1,332

DISTRICT ATTORNEY, MIDDLE DISTRICT:

John J. Conte	Nine hundred fifty-four	954
Blanks	Three hundred seventy-eight	<u>378</u>
		1,332

SHERIFF, WORCESTER COUNTY:

John M. Flynn	Eight hundred thirty-nine	839
Alexander C. Stowe	Three hundred ninety-two	392
Blanks	One hundred one	<u>101</u>
		1,332

COUNTY COMMISSIONER, WORCESTER COUNTY:

Francis J. Holloway	Nine hundred twenty-three	923
Blanks	Four hundred nine	<u>409</u>
		1,332

**WORCESTER COUNTY CHARTER
COMMISSIONER, ELEVENTH DISTRICT:**

Richard A. LaBonte	Eight hundred forty-six	846
Blanks	Four hundred eighty-six	<u>486</u>
		1,332

QUESTION A (Charter study commission):

Yes	Six hundred forty-six	646
No	Three hundred seventy-one	371
Blanks	Three hundred fifteen	<u>315</u>
		1,332

QUESTION 1 (Abortions):

Yes	Five hundred ninety-one	591
No	Six hundred sixty-two	662
Blanks	Seventy-nine	<u>79</u>
		1,332

QUESTION 2 (Public funds for private schools):

Yes	Three hundred seventy-four	374
No	Eight hundred ninety	890
Blanks	Sixty-eight	<u>68</u>
		1,332

QUESTION 3 (Repeal of 7 1/2% surtax):

Yes	Seven hundred thirty-four	734
No	Four hundred seventy-seven	477

Blanks

One hundred twenty-one	<u>121</u>
	1,332

QUESTION 4 (Disposal of hazardous materials):

Yes	Nine hundred sixty-five	965
No	Two hundred twenty-seven	227
Blanks	One hundred forty	<u>140</u>
		1,332

QUESTION 5 (Seat belt law):

Yes	Four hundred eighty-four	484
No	Seven hundred ninety-two	792
Blanks	Fifty-six	<u>56</u>
		1,332

QUESTION 6 (Voter registraton by mail):

Yes	Four hundred	400
No	Eight hundred seven	807
Blanks	One hundred twenty-five	<u>125</u>
		1,332

QUESTION 7 (National health program):

Yes	Seven hundred ninety	790
No	Four hundred fifteen	415
Blanks	One hundred twenty-seven	<u>127</u>
		1,332

QUESTION 8 (Acid rain control):

Yes	Nine hundred eighty-three	983
No	Two hundred seventeen	217
Blanks	One hundred thirty-two	<u>132</u>
		1,332

The polls were closed at 8:00 p.m.

A True Copy.

ATTEST:

BETTYANN McCALLUM

Town Clerk

BIRTHS — 1986

January

- 2 Andrew Clifford Sacco
Arthur and Susan M. (Ledger) Sacco, Jr.
- 5 Michelle Elizabeth Villemaire
Michael D. and Kathleen M. (Snay) Villemaire
- 10 Michael Green III
Michael and Roberta D. (Hughes) Greene
- 20 Amy Irene Freeland
Gary S. and Donna L. (Drake) Freeland
- 20 Frank Xavier Longo, Jr.
Frank X. and Theresa V. (Drum) Longo
- 28 Kristin Elizabeth Mahoney
James P. and Karyn L. (Cole) Mahoney

February

- 6 Matthew Joseph Pepin
Joseph A. and Christine (DeMatos) Pepin
- 6 Michael Joseph Pepin
Joseph A. and Christine (DeMatos) Pepin
- 6 Robert Joseph Doyon, Jr.
Robert J. and Bonnye J. (Murphy) Doyon
- 10 Josey Lynn Warblow
Gary A. and Barbara A. (Caswell) Warblow
- 13 Jessica Barbara Mazza
James C. and Elaine C. (Lee) Mazza
- 17 Leah Suzanne Faddoul
Edmund J. and Holly A. (Ferlano) Faddoul

March

- 1 Nicole Lynn Heerdt
Dana J. and Karon M. (Helie) Heerdt
- 3 Kimberly Rose Davis
Daniel I. and Carmen L. (Begin) Davis
- 4 Jonathan Thomas Remkus
Dennis M. and Rosiland L. (Martin) Remkus
- 12 Tiffani Mary Matterazzo
Paul E. and Darlene L. (Gosselin) Matterazzo
- 16 Jaime Elyse Marks
Ernest R. and Brenda K. (Turner) Marks
- 22 Charles William Smith
William R. and Lisa G. (Labonte) Smith
- 23 Andrew David Cahill
David W. and Janis A. (Richardson) Cahill
- 27 Hillary Ann Dumas
Robert A. and Christine P. (Jones) Dumas
- 30 David Matthew Stilwell
Gerald R. and Hilda E. (Neggers) Stilwell

April

- 3 Jessica Elizabeth Mattscheck
Anthony W. and Cathy A. (White) Mattscheck
- 5 Linnea Margaret Astbury
Paul W. and Julie A. (Nyquist) Astbury
- 9 Jessica Anne Vaillancourt
Steven P. and Lisa I. (Guinette) Vaillancourt
- 17 Joseph James Fantony
James C. and Sybil J. (MacKinnon) Fantony
- 24 Craig Allen Brooks
Arthur A. and Mary W. (Bush) Brooks
- 28 Amanda Christine Carelli
David A. and Colleen (McLaughlin) Carelli

May

- 4 Timothy David Brothers
David A. and Andrea J. (Sachs) Brothers
- 24 Tyler James Doyon
Ronald G. and Nancy A. (Magnuson) Doyon
- 29 Andrew Bernard Gover
Bernard R. and Michelle J. (Quellette) Gover, Jr.

June

- 10 Laura Anne Ethier
James E. and Pauline M. (Breault) Ethier
- 20 James North Morawski
John and Cynthia N. (North) Morawski
- 22 Corey Stephen Gonynor
Stephen M. and Nancy M. (Stanick) Gonynor
- 24 Kimberly Marie Watson
Randal J. and Maryellen V. (Grosso) Watson
- 30 Tricia Joy Le Boeuf
Thomas J. and Brenda L. (Slauenwhite) Le Boeuf

July

- 9 Janel Beth Somers
Louis P. and Lynn A. (Lamontagne) Somers
- 11 Karissa Lee Helstrom
David R. and Tammy a. (Mikulsky) Helstrom
- 15 Kristy Lee Frasier
Kenneth B. and Patsy A. (Fleming) Frasier
- 18 Stephanie Lynn Bibbo
John E. and Phyllis A. (Mercier) Bibbo
- 21 Amanda Lynn Roy
Michael R. and Jennifer L. (Bliss) Roy

August

- 1 Laura Elizabeth Markle
David W. and Paula A. (Mitchell) Markle
- 9 Michaela Jae Farrell
Michael J. and Christine (Dunn) Farrell

- 11 Todd Michael Migliacci
Domenic A. and Lisa B. (DiPilato) Migliacci
- 12 Michael Joseph Small
Mark A. and Patricia J. (Medlanson) Small
- 15 Rebekah Carlson Linga
Boleslaw L. and Eileen A. (Carlson) Linga
- 18 Katherine Anne Pezzella
Thomas L. and Patricia L. (Busing) Pezzella
- 24 Bethany Lynn Chamberlain
Robert G. and Deborah A. (Waldren) Chamberlain

September

- 2 Timothy Myles Hill
William J. and Paula M. (Wheatley) Hill
- 4 Bethany Amanda Bourdon
David T. and Kathleen L. (Auclair) Bourdon
- 6 Brandon Keith Menard
John A. and Pamela D. (Ricketts) Menard
- 6 Beth Leah Begin
Raymond M. and Sharon A. (Smith) Begin
- 7 Kate Elysia Hultgren
Kurt S. and Martha P. (Deering) Hultgren
- 9 Deryk Ronald Largesse
Robert A. and Deborah A. (Bibeau) Largesse
- 11 Andrea Rebecca True
Ralph E. and Carol A. (Visbeek) True
- 11 Marc Anthony Bruno
Charles R. and Barbara E. (Daley) Bruno
- 16 Patrick Alexander Rhody
Joseph H. and Joanna R. (Yacino) Rhody
- 17 Jessicas Nicole Carr
Jeffrey P. and Tammy J. (Nelson) Carr
- 17 Katie Grace Youngsma
Milton D. and Betsy H. (Dudley) Youngsma
- 28 Meredith Louise Shorb
Robert D. and Janice M. (Olsen) Shorb
- 29 Lindsay Marie Kocur
John A. and Louann M. (Storelli) Kocur

October

- 3 Jonathan Timothy Dykstra
Timothy E. and Omerthea H. (Bedard) Dykstra
- 12 Shawn Alan Weagle
Alan V. and Stacy M. (McKee) Weagle
- 15 Rachel Elizabeth Malo
Rene M. and Virginia L. (Hare) Malo
- 16 Brendon Kenneth Lange
Kenneth J. and Diane T. (Cardinal) Lange
- 16 Georgia Leigh McLean
Keith A. and Suzanne (Isaacson) McLean

- 23 Ryan Christine DePaoli
Louis G. and Kathleen (McGrath) DePaoli

November

- 12 Daniel John Szocik 3rd
Daniel J. and Vicky L. (DuBois) Szocik 2nd
14 Joshua Matthew Towle
Mark S. and Dorothy A. (Moulton) Towle, Sr.
14 Kristine Elizabeth Nugent
James W. and Karen A. (Kapler) Nugent
21 Erica Nicole Lariviere
Kenneth R. and Donna M. (Montville) Lariviere

December

- 15 Erin Eveline McLaughlin
William R. and Cheryl E. (Curtis) McLaughlin
16 Garrett Marlow Magowan
Scott C. and Donna L. (Peterson) Magowan
21 Patrick Michael Hetu
Joseph P. and Kathleen D. (Daw) Hetu
29 Nathan Adam King
Glenn E. and Deborah N. (Spratt) King

MARRIAGES — 1986**January**

- 18 Paul J. Nedoroscik and Ellen M. Bedard of Northbridge

February

- 15 Michael Forleo and Natalie M. King of Sutton

March

- 15 Jeffrey Villemare of Douglas and Lori Jameson of Dudley
26 Robert L. LaForce and Jean M. Riganati of Douglas

April

- 12 Jesus Gonzalez, Jr. and Maria I. Colomba of Douglas
18 Jeffrey P. Carr of Auburn and Tammy J. Nelson of Douglas

May

- 17 Gerald Colonero of Douglas and Christine Gigarjian of Whitinsville
24 James R. Smith and Melissa J. Isabelle of Sutton
24 Freddie Velez and Delmy J. Rodas of Douglas
24 Richard Lee Bloniasz, Jr. of N. Grafton and
Donna Marie Neslusan of Douglas
24 Timothy Lea and Beth Ann Harlacher of Douglas

June

7	Paul J. Brennan of Douglas and Lisa A. Desruisseaux of Northbridge
7	Mark Matthew Seaver and Lauren Ellen Prior of Douglas
14	Christopher M. Flynn and Linda M. Dorman of Pawtucket
14	Jon P. Anderson, Sr. and Debra A. Wallis of Webster
20	Dale Lindberg and Elaine Macuga of Douglas
28	David St. George and Diane R. Fisher of Douglas

August

2	Robert C. Dudley and Lynn K. Riggins of Douglas
16	Allen Orphin and Corrina Riedy of Douglas
16	Bruce LaPorte and Linda Desjardin of Douglas
22	Louis G. DePaoli, Jr. and Kathleen McGrath of Douglas

September

20	David Bernard Rock of Dudley and Karen Lee Ofcarcik of Douglas
21	David John Gjeltema of Douglas and Leslie Ann Labonte of Uxbridge

October

3	Jeffrey Begley and Judith Martinsen of Douglas
10	Michael Lavallee of Uxbridge and Christine Majkut of Douglas
11	Paul Francis Richards of Marlboro and Tammie Lynn Jussaume of Douglas
12	Marc D. Buratto of Douglas and Wendy Cahill of Uxbridge
25	Mamerto B. Endriga and Teresa Payawal of Douglas
25	Paul Allain of Worcester and Kathleen Mielnicki of Douglas

November

1	Rene E. Trudeau and Debra Ann Araujo of Sutton
1	Brian F. Newark and Cynthia C. Garabedian of Douglas
15	Jeff B. Lloyd and Mary F. Dix of Dudley

DEATHS — 1986**January**

5	Loretta M. Parker
23	Stephen D. Copp

February

1	Madeline C. Chupka
4	Alberta Farmer
8	Anna M. Baca
23	Charles E. Dukes

March

7	George W. Halsdorff
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19	Joseph F. Gonsorcik
21	Armand U. Guertin
31	Sophie B. Jussaume

April

7	Hildur Cassista
14	Percy C. Guiou
25	Anne S. Wasiuk
27	Isabel C. Wallen

May

5	Alphie A. Tessier
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July

6	Andrew J. Mercak
8	Raymond T. Douville
11	Donald S. Wheeler
14	Paul Damore

August

28	Joseph M. Ofcarcik
29	Daniel P. McLaughlin

September

6	Francis R. Cote
27	Michael W. Limbaugh
28	John Kurtyka

October

14	Burton E. Carter, Sr.
31	Andrew J. Kocur

November

1	Andrew R. Bombara
6	Lindsay A. Messier
7	Helen J. Kilbreath
9	Lila B. Murphy
18	Alexis Lavallee

December

7	Nancy S. Chase
24	Anne M. Burrows
29	Robert E. McLaughlin

1986 Sporting Licenses

Fishing	147
Hunting	52
Sporting	150
Miscellaneous	6
Archery	29
Waterfowl	<u>27</u>
TOTAL	411

1986 Dog Licenses

Males	390
Females	68
Spayed Females	297
Kennel — \$10.00	10
Kennel — \$25.00	2
Kennel — \$50.00	<u>2</u>
TOTAL	769

Amount sent to County \$2,140

CENSUS

1980 (State Census)	3,721
1984	4,003
1985 (State Census)	4,077
1985 (Town Census)	4,162
1986	4,257

1986 RECEIPTS GIVEN TO TREASURER

Parking Tickets	\$290.00
Street Lists	178.00
Planning Books	35.00
Zoning Books	208.50
Town By-laws	15.00
Valuation Books	36.00
Photocopy	97.50
Town Hall Rental	
Raffle Permits	70.00
Town Maps	10.00
Dog Fines	<u>1,320.00</u>
TOTAL	2,260.00

Respectfully submitted,

BettyAnn McCallum
Town Clerk

REPORT OF THE COLLECTOR OF TAXES

To the Board of Selectmen, and the citizens of the Town of Douglas:

The following is a breakdown of monies collected and turned over to the Treasurer for the period January 1, 1986 through December 31, 1986.

REAL ESTATE

1987 (estimated)	\$55,758.37
1986	1,594,993.73
1985	36,068.87
1984	48,894.82
	<u>\$1,735,715.79</u>

PERSONAL PROPERTY

1987 (estimated)	\$136.99
1986	38,502.36
1985	31.40
1984	11.09
	<u>\$38,681.84</u>

MOTOR VEHICLE EXCISE

1986	\$152,185.82
1985	15,302.80
1984	147.60
1983	2.08
1982	15.04
1981	10.00
1979	4.13
	<u>\$167,667.47</u>

WATER & SEWER USE & SPECIAL WATER ACCOUNTS

1986	<u>\$126,856.25</u>
------	---------------------

WATER & SEWER LIENS

1986	<u>\$5,330.40</u>
------	-------------------

STREET ASSESSMENTS

1984	<u>\$285.38</u>
------	-----------------

SEWER ASSESSMENTS

1986	\$41,284.50
1985	819.00
1984	849.33
	<u>\$42,952.83</u>

COMMITTED INTEREST — STREET

1984	<u>\$11.59</u>
------	----------------

COMMITTED INTEREST — SEWER

1986	\$10,922.35
1985	656.55
1984	651.71
	<u>\$12,230.61</u>

FEEs

1986	\$7,379.00
1985	908.00
1984	244.00
1982	4.00
1981	4.00
1979	4.00
	<u>\$8,543.00</u>

INTEREST

1986	\$9,186.59
1985	4,100.93
1984	12,042.53
1982	.04
1981	.40
1979	.06
	<u>\$25,330.55</u>

Assessments collected	\$2,129,732.16
Fees and interest	33,873.55
Roll Back Taxes	1,612.52
	<u>\$2,165,218.23</u>

Respectfully submitted,
ANNE M. BURGESS
Collector of Taxes

VETERANS SERVICE DEPARTMENT

I herewith respectfully submit my annual report as Veterans' Service Director for the year ending December 31, 1986:

ACTIVITY REPORT

Veterans' Benefits Allowed (Applications, prescriptions, food vouchers & hospitalization)	40
Veterans' Benefits Disallowed	5
Investigations	25
General Information (Loans, Schooling, Duplicate Military Discharge Papers, Tax Exempt Hearings, etc.)	47
Total	117

Respectfully submitted,
THEODORE J. CORMIER, SR.
Veterans' Service Director

**ANNUAL REPORT OF THE
DOUGLAS POLICE DEPARTMENT
January 01 to December 31, 1986**

Gentlemen:

I respectfully submit the Annual Police Activities Report:

ORGANIZATION**CHIEF OF POLICE**

John R. Koslak

SERGEANT

Jeffrey R. Blanchard

PATROLMEN

Gerald J. Beaupre
Glenn G. Gilbert

Steven A. Blais
Mark E. Anderson

James F. Mulligan

RESERVE OFFICERS

John S. Bloniasz
Norman L. Forget
Patricia K. Koslak
Roger E. Martinsen
Michael J. Millette

Daniel J. Dinardo
Susan E. Forget
Richard J. McLaughlin
Ronald R. Senecal
Edward Wrobel

SPECIAL OFFICER

Edward A. Therrien

**DOUGLAS POLICE DEPARTMENT
ACTIVITY REPORT
January 01, 1986 to December 31, 1986**

Complaints Investigated	5,404
Investigations & Assists for other Police Depts.	395
Arrests:	589
Part I	21
Part II	63
Motor Vehicle Violations	505
Hours at Court	727
Value of Stolen or Lost Property Recovered	1,238.00
Stolen M.V. Recovered for other Departments	4
Total Calls Received by Dispatcher	11,645
Cases in Court	367
M.V. Stolen in Town	1

TRAFFIC

Cars Stopped, Operators Summoned to Court, Vio. M.V. Laws	531
Total Motor Vehicle Citations	607
Accidents Investigated	129
Reportable Accidents	90
Fatal Accidents	2
Personal Injury	31
Property Damage	57

MISCELLANEOUS ACTIVITIES

Hours Special Duty (All Officers)	2,696
General Services	1,642
Money Escorts	12
Summons Served for this and other Departments	139
Unsecured Buildings (Business Establishments, Town Property, etc.)	73
Street Lights Out & Reported to Authority	13
Emergency Messages Delivered	359
Assists to other Town Departments	189
Vacant Houses & Property Inspected at Owner's Request	259
Mileage — Cruisers, Patrols, Inspections, Court, etc.	92,988
Animal Complaints	225
Medical Assists	137
Missing Persons	34
Incapacitated Persons	28
Truancy	3

**CLASSIFICATION OF OFFENSES FOR WHICH
ARRESTS WERE MADE**

January 01, 1986 to December 31, 1986

Part I Crimes	21
Murder	0
Breaking, Entering & Larceny	12

Assault & Battery on a Police Officer	3
Assault & Battery	3
Rape	2
Other	1
Part II Crimes	64
Sex Offense	1
Disorderly Conduct	15
Vandalism	1
Violation Town By Law (Possession Open Container of Alcohol in Public)	1
Drug Law Violation	3
Weapons Violation	0
Under 20 Years of Age in Possession of Alcohol	0
Default Warrant	34
Protective Custody	1
Violation Town By-Law (Loitering)	0
Trespassing	3
Possession of Fireworks	0
Other	5
Motor Vehicle Violations	504
Speeding	316
Operating Unregistered/Uninsured M.V.	29
Operating Without License	19
Stop Sign or Flashing Light	27
Operating Under the Influence	37
Leaving the Scene of a M.V. Accident (P.I./P.D.)	3
Improper Passing	4
Operating After Suspension/Revocation	5
Allowing M.V. to Make Unnecessary Noise	4
No Inspection Sticker	16
Operating Without License/Registration in Possession	3
Failed to Keep Right	1
Defective Equipment	17
Unauthorized Use of M.V.	0
Minor Transporting Alcohol	3
Driving to Endanger	11
Other	9
Residents	150
Non Residents	439
Males	527
Females	62

BREAKDOWN OF COMPLAINTS INVESTIGATED INVOLVING PART I OFFENSES

Murder	0
Rape	2
Breaking & Entering	39

ANNUAL REPORT

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Larceny	32
Assault	0
Other	0

MONEY TURNED IN TO TREASURER

Pistol Permits	41	@	10.00	410.00
F.I.D. Cards	55	@	2.00	110.00
Gunsmith Lic.	1	@	30.00 (3 years)	30.00
Requested Police Reports				429.50
Income from Fines Paid to Treasurer				<u>17,295.00</u>

Total \$18,274.50

Respectfully submitted,

JOHN R. KOSLAK
Chief of Police

BOARD OF ASSESSORS

Assessed Valuation of Town \$165,642,373.00

CLASSIFICATION

I	Residential	\$155,461,945.00
II	Open Space	215,600.00
III	Commercial	5,455,340.00
IV	Industrial	2,345,200.00
V	Personal Property	2,164,288.00

Total taxes levied on Property 2,146,730.00

Real Property	2,118,680.00
Personal Property	28,050.00

Number of Parcels Assessed 2,800

Valuation of Property Exempted from taxation
(Town and State owned) 10,561,600.00

Motor Vehicle Excise Commitments
January 1986 thru February 1987 175,423.00

Number of Motor Vehicles Assessed 4,436

PURPOSES FOR WHICH TAXES ARE RAISED

Worcester County Retirement	103,829.00
County Tax	67,836.00
Appropriations	4,859,617.00
Elderly Program	646.00
Motor Vehicles	666.00
Air Pollution	657.00

Overlay		90,000.00
Tax Rate	Per Thousand Dollar Valuation	12.96

Completion of property valuation update as mandated by the State G.L. Chapter 797 of the Acts of 1979 has been approved by the Department of Revenue and the values will be implemented in the second payment of the Fiscal 87 tax bills due on May 1st 1987 or 30 days after the mailing of same.

The Assessors Office is faced with an increasing work load due to the growth of the town. We are cramped for space and additional clerical help, it is embarrassing for property owners with questions on their valuations, exemptions, and other problems to do business with others present in the office. Up-dating the office equipment with a computer would expedite the work load. The Assessors Office could be referred to as a Community office as it is used by all departments at one time or another. We desperately need more room, a room of our own.

Respectfully submitted,

DORA M. MOWRY, Chairperson
ANDREW J. BACA, JR., Member
JEROME D. JUSSAUME, Member

REPORT OF THE BOARD OF HEALTH AGENT

The following is the report of activities of the Board of Health Agent for the year 1986:

Supervised Title V Percolation Tests	138
Defective Systems	8
Permits Issued 2/4/86 to 12/30/86	51
Supervised Installation of Septic Systems (new)	39
Supervised Septic System Repair Jobs	6
Article X Inspections	21
Complaints Investigated — Article II — Housing	13
Well Installation Inspections	47
Lead Paint Violations	0
Swimming Pool Inspections (inground)	12
Defective In-Ground Storage Tank	1

All bathing beaches were checked for Coliform counts on a bi-weekly basis.

I have attended meetings on solid waste disposal on a regional basis.

Supervised the installation of three (3) ground water monitoring wells which were installed in July of 1986 at the Riedell Road landfill. These wells were tested on November 25, 1986. All wells tested received a negative pollution report. The monitoring wells will be continued to be tested at regular intervals in accordance with D.E.Q.E. regulations.

The Title V exam was given twice, once on September 19, 1986 and once on March 31, 1986 to persons interested in installing septic systems. The exam was given under the supervision of Cullinan Engineering Company of Auburn, MA.

Respectfully submitted,

CLIFFORD N. BALLOU, C.H.O.
Consultant for the Douglas
Board of Health

REPORT OF THE BOARD OF HEALTH NURSE

As Board of Health Nurse, I am submitting my report for the year ending December 31, 1986.

CONTROL OF COMMUNICABLE DISEASES

Clinics are held yearly for immunization against childhood diseases. Listed below are the types of vaccine and number of doses administered:

Tetanus-Diphtheria	34
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A flu clinic was held on October 9, 1986 — 182 doses were given.

TUBERCULOSIS

Free X-rays are no longer available unless an individual has a positive Mantoux test for tuberculosis. Mantoux tests are available at the Board of Health office.

The T.B. Clinic is now held at the Milford-Whitinsville Regional Hospital, Milford Division, Milford, MA on the 3rd Thursday of each month except during July and December from 1:30 to 4:00 P.M.

SOCIAL SECURITY

A Social Security Representative has office hours at the Housing for the Elderly, Calumet Court, Uxbridge, MA on the 2nd Wednesday of each month, from 9:30 A.M. to 1:00 P.M., and the 4th Wednesday of each month at the Town Hall in Whitinsville, MA from 9:30 A.M. to 1:00 P.M., to answer questions and accept claims.

NURSING VISITS

Arthritis	80
Anemia	96
Cancer	65
Cardiovascular Disease	271
Diabetes	89
Allergy	46
Scoliosis	3
Injuries	39
Nephritis	5
Emphysema	30
Multiple Sclerosis	27
CHF	8

Other Non-communicable	194
Cerebrovascular Disease	29
Postpartum	1
Total visits	983

BLOOD PRESSURE CLINICS

Blood pressure clinics are held the 1st Monday of each month in the Town Hall from 1:00 to 3:00 P.M., and at Riddlebrook Apartments the 3rd Monday of each month from 10:00 A.M. to 12:00 noon. These clinics are open to the public.

FUEL ASSISTANCE

220 Fuel Assistance applications were processed for residents of East Douglas for the year 1986.

SURPLUS FOOD DISTRIBUTION

Surplus cheese, butter and milk were distributed to households in each distribution on February 26, April 16, July 15 and November 17, 1986.

Meetings of the Board of Health are held the 1st Wednesday of each month.

Respectfully submitted,

PATRICIA K. KOSLAK, R.N.
Board of Health Nurse

REPORT OF THE COUNCIL ON AGING

The year 1986 saw C.O.A. struggling to service the elders (over 700) of Douglas. Hot "Meals on Wheels" and cold suppers continue for "home-bound" elders. This service is provided through Tri-Valley Elder Services at \$1 voluntary donation per meal. The C.O.A. budget pays a portion of the volunteer drivers cost. Discharged hospital patients also need and use this service, but we need more volunteer drivers.

Transportation for medical appointments is provided. Three grocery trips are made weekly plus three monthly mall excursions.

Each Tuesday elders are transported to the Elementary School for lunch and the van delivers as many as twenty lunches to "shut-ins", then bowling to a Webster alley for one of the few excursions and social gatherings for elders. C.O.A. also sponsors a summer picnic and Christmas party. The van is used for general transporting as well as to meeting where C.O.A. members gather information to better service our age 60 and over citizens.

Arrangements for any of the above services can be made by calling the Senior Center. Grants are submitted periodically to supplement transportation and additional services. Health aides, homemakers and friendly visitors are provided by Tri-Valley at a cost and a portion of this cost is paid by the C.O.A.

The Sunshine Club (elders) meet monthly at the center and sponsors recreational bus trips at a minimum cost to participants.

Seniors help distribute surplus food and aid with the preparation of fuel applications jointly with the Public Health Nurse. Also available are monthly blood pressure clinics, flu shots, and legal aid.

The C.O.A. looks forward to reaching out to all Douglas Seniors and thanks to all the volunteers who in any way assisted us this year. Grants and services are often contingent on having a center i.e. daily meals, clinics, etc. so we ask the town's support toward our goal for a permanent Senior Center.

STATISTICS

Total	
1,398	3 weekly grocery trips
380	3 monthly trips to shopping malls
162	trips to doctors and hospitals
728	weekly bowling trips to Webster
780	hot lunches to elder shut-ins
110	monthly Sunshine Club meeting
108	monthly meeting to Blackstone Valley Consortium
26	monthly to South County Advisory meetings
36	quarterly to Central Mass. C.O.A. Council

Respectfully submitted,
ELI RICHARD, Chairman

REPORT OF THE SIMON FAIRFIELD PUBLIC LIBRARY

Statistics for 1986

2256 Card Holders

Circulation Figures:

Non Fiction Titles	14,010
Adult Fiction	3,219
Children's Fiction	3,185
Total Book Circulation	12,593
Total Non Book Circulation	1,294
Inter Library Loan	79
Total Circulation	14,010

Hours

Monday	1-5 P.M.
Tuesday	1-8 P.M.
Wednesday	9:30-11:30 A.M.
	1-5 P.M.
Thursday	1-5 P.M.

Saturday
(Closed Saturday - during
July & August)

10 A.M. - 1 P.M.

Trustees:

Sue S. Cave*

Lena R. Quinn*

Ramona Lachapelle

Elliot G. Chesebrough

William J. Wallis, Sr.*

Lillian Cencak*

David R. Manning*

Chairman

Vice Chairman

Secretary 1989

Treasurer 1988

Ann D. Carlsson — Library Director

Honorary Life Members

Margaret S. Carrick

William Baron

Jack Sughrue

* Life Members

The Simon Fairfield Public Library held story hours in the spring and autumn for preschool and school age children. A summer reading program was also offered. The Pumpernickle Puppet Theatre performed for all children at the end of the summer. In addition, the Library received a \$450 Arts Lottery Grant for upcoming performers.

The Library is part of the Central Massachusetts Regional Library System. Through this we have access to inter library loan, films, videocassettes, and books borrowed from the Questing Beast van. (These include large print books.)

The Library has a library assistant, Helen Chester, and a children's librarian, Elizabeth Tweedy, in addition to the director. Two reliable and loyal volunteers, Beatrice Beckham and Shirley Copp assist in keeping the library running smoothly.

The "Friends" of the Library are a small volunteer supportive group who sponsor various craft activities and fund raising events during Octoberfest, National Library Week and throughout the year. This past year they donated a VCR, a color T.V., Community bulletin board, a new Christmas Tree and lights, Christmas Wreaths and refreshments for the Children's Programs. Their efforts are sincerely appreciated.

Twice a month, the Director brings books to the Riddlebrook apartments to give the elderly an opportunity to borrow books.

This past year, with the assistance and support of the Trustees, I applied for and received a \$10,000 State Grant in order to expand the Library's Collection. The \$\$ will be used for the following:

\$3,500

\$3,500

to expand and update the reference section of the library

to expand the children's and adult's non fiction titles

\$2,200
\$800

to purchase a videocassette collection
for additional shelving

Respectfully submitted,
ANN D. CARLSSON
Library Director

WATER DEPARTMENT

The following is a report of the Water Department activities for the fiscal year ending 1986.

The TCE problem of Thompson Road is still with us. We are still monitoring the levels of the chemical and it still is being reduced slowly.

Outstanding water bills for the fiscal year 1986 total \$9,000.00.

We pumped 75,577,700 gallons of water this year, which is a little less than last year. Guilford Industries is using more of their well water and water from the pond. Mr. Christmas has used less water due to slow production. But we have had a great number of people tie in this past year. We are still waiting for the well to be developed on Glenn St. which will help us immensely, we also have two new developments that want to get started on North St. and Thompson Rd.

The water lines extended this year were 565 ft. and 1 hydrant on Monroe St. and 358 ft. and 1 hydrant on Percy Drive.

WORK COMPLETED THIS YEAR

1. Changed electric gate valve at Main Station.
2. Rebuilt and repacked the Peerless pump at Main Station.
3. Completed tie-in of Charles St.
4. Put in Joslyn Lightning arrestor equipment at tank on Franklin St.

OTHER WORK COMPLETED THIS YEAR

1. Seventeen new services were installed.
2. Two renewed services.
3. Seven service leaks repaired.
4. Forty new meters installed.
5. Forty-four outside readers installed.
6. Eight new heads installed.
7. Twenty-five cellar valves installed.
8. Twenty-six curb valves installed.
9. Twenty-three curb boxes installed.
10. Seven road boxes.
11. Seven road box covers.
12. Sixteen curb boxes raised.
13. Fourteen hydrant caps replaced.
14. Four new hydrants installed and gated.
15. One broken hydrant repaired.
16. Ten gate valves installed in streets.

17. Three main breaks repaired.
18. Eighteen hydrants repaired due to vandalism.

FUTURE PROJECTS TO BE DONE

1. Automate the booster station on Rt. 16 to tank on Common St.
2. Replace 900 ft. of pipe by Mobil Pipe line with PVC 8" pipe.
3. Looking to tie in Grove St. to Manchaug Rd. Monroe St. to Davis St. Rt. 16, also tie in Main St. Riedell Rd. to West St.

Water repair account brought in the amount of \$6,595.00

We had hired a helper for the Water Dept. Robert Nesbitt worked for about four months and left for a better paying job working for the Post Office.

Respectfully submitted,
Douglas Water Department

FREDERICK H. HASHEY, JR.
Superintendent

Commissioners:

JOSEPH SASTER, Chairman
WILLIAM WALLIS, SR., Sec.
RICHARD LEPAGE

DOG OFFICER

To the Board of Selectmen and the Citizens of the Town of Douglas, I hereby submit the annual report of Dog Officer, during the year of 1986.

DOGS LICENSED IN 1986

Males	390
Females	68
Spayed Females	297
Kennel 4 Dogs or less	10
Kennel 10 Dogs or less	2
Kennel 10 Dogs or more	<u>2</u>
Total Number of Dog Licensed	755

REVENUE RETURNED TO TOWN GENERAL FUND

Dog License Fines Paid in 1986	\$1,320
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Over the 9 months I have held this position I have answered the following calls:

Complaints	60
Other Type of Calls	<u>230</u>
Total	290

The number of dogs housed in our temporary kennel were as follows:

Adopted	14
Returned to Owner	20
Euthanasized	<u>5</u>
Total Number of Dogs	39

10 Dogs were returned to owners immediately because they were tagged, and not housed in our facility.

This year the department has acquired supplies which were desperately needed: cages, kennels, and other small items. It is my hope with the approval of a town kennel, the department will develop and function fully.

I would like to thank at this time Dr. Martin Fenzell, of the Uxbridge Animal Hospital for his support. Edward Therrien, of the Highway Dept. for letting me handle emergencies, and the Douglas Police Dept. for their assistance.

Respectfully submitted,
JAY D. CROWELL

ANIMAL INSPECTOR

To the Board of Selectmen and the Citizens of the Town of Douglas, I hereby submit my annual town report as Animal Inspector.

BARN INSPECTIONS FOR 1986

Total Barns Inspected	22
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Dairy Herds

Cows age two and over	61
Heifers one to two	20
Calves under one	25
Steers	<u>2</u>
	108

Beef Herds

Cows age two and over	7
Heifers one and two	19
Calves under one	18
Bulls	4
Steers	<u>5</u>
Total	53

Ponies	9
Horses	37
Sheep	29
Swine	18
Goats	8

In the 9 months that I have been Animal Inspector, I have also investigated 20 dog bites which were reported to the Board of Health.

Respectfully submitted,
JAY D. CROWELL
Animal Inspector

REPORT OF THE TOWN TREASURER

To the Selectmen of the Town of Douglas:

The following is my report as Treasurer of the Town of Douglas as recommended by the Division of Accounts, Department of Revenue, as called for by Section 44, General Laws, for fiscal 1986.

RECONCILIATION OF TREASURER'S CASH

Balance, July 1, 1985	\$689,056.02
Receipts, Fiscal 1986	<u>5,031,792.92</u>
	5,720,848.94
Payments	4,978,648.82
Balance June 30, 1986	<u>742,200.12</u>
	5,720,848.94
Balance June 30, 1986	
Bank of New England	
* Boston, Per CMI and Check Book	387,523.50
* Worcester, Per CMI and Check Book	10,656.28
Uxbridge Savings Bank	
* Douglas, Per MMA	23,307.34
* Massachusetts Municipal Depository Trust	4,970.55
Shawmut Worcester County Bank	
* Worcester, Per MMA	2,861.69
Guaranty Bank & Trust Co.	
* Whitinsville, Per MMA and Check Book	284,637.23
Century Bank	
* Somerville, Per MMA	87.87
State Street Bank	

* Boston, Per MMA	<u>28,155.66</u>
	742,200.12
* Includes interest earned in Fiscal 1986	75,955.38

MYRON O. MOWRY SCHOOL FUND

On Hand	Savings Deposits	Securities Par Value	Total
July 1, 1985	\$20,817.66	\$13,000.00	\$33,817.66
June 30, 1986	21,117.86	13,000.00	34,117.86
	Receipts		Payments
Income	2,056.34	Added to Sav. Dep.	300.20
		Transfer to Town	1,756.14
	<u>2,056.34</u>		<u>2,056.34</u>

ADELINE PIERCE SANBORN LIBRARY FUND

On Hand	Savings Deposits	Total
July 1, 1985	117.47	117.47
June 30, 1986	126.64	126.64
	Receipts	Payments
Income	9.17	Added to Sav. Dep. 9.17

CARE OF GRAVES OF G.A.R. FUND

On Hand	Savings Deposits	Total
July 1, 1985	835.31	835.31
June 30, 1986	835.39	835.39
	Receipts	Payments
Income	47.58	Transfer to Town 47.50

MARY SOUTH CEMETERY LOTS FUND

On Hand	Savings Deposits	Total
July 1, 1985	259.45	259.45
June 30, 1986	259.73	259.73
	Receipts	Payments
Income	14.78	Transfer to Town 14.50

MONUMENT FUND — SONS OF VETERANS
POST NO. 123

On Hand	Savings Deposits	Total
July 1, 1985	123.38	123.38
June 30, 1986	123.42	123.42
	Receipts	Payments
Income	7.04	Transfer to Town 7.00

CEMETERY PERPETUAL CARE FUND

On Hand	Savings Deposits		Total
July 1, 1985	6,251.79		6,251.79
June 30, 1986	6,252.67		6,252.67
	Receipts		Payments
Income	360.93	Transfer to Town	360.05

LUCIUS J. MARSH, JR. SCHOLARSHIP FUND

On Hand		Term Deposit Certificate	
July 1, 1985		3,635.72	
June 30, 1986		4,138.32	
	Receipts		Payments
Income	502.60	Added to Sav.	502.60

STABILIZATION FUND

On Hand	Savings Deposits		Total
July 1, 1985	33,378.75		33,378.75
June 30, 1986	46,882.68		46,882.68

(\$40,000.00 invested in term certificate)

(6,882.68 in savings account)

	Receipts		Payments
Town Approp.	10,000.00		
Interest	3,503.93	Added to Sav. Dep.	<u>13,503.93</u>
	13,503.93		13,503.93

CONSERVATION FUND

On Hand	Savings Deposits		Total
July 1, 1985	13,350.23		13,350.23
June 30, 1986	14,357.96		14,357.96

	Receipts		Payments
Deposits	146.00		
Interest	861.73	Added to Sav.	<u>1,007.73</u>
	1,007.73		1,007.73

SPECIAL SEWER RECEIPTS

On Hand	Savings Deposits		Total
July 1, 1985	132,314.03		132,314.03
June 30, 1986	157,878.63		157,878.63

	Receipts		Payments
Income	15,320.80		
Interest	<u>10,243.80</u>	Added to Sav.	<u>25,564.60</u>
	25,564.60		25,564.60

FEDERAL REVENUE SHARING

	Savings Deposits		Total
On Hand			
July 1, 1985	127,985.07		127,985.07
June 30, 1986	127,144.51		127,144.51
	Receipts		Payments
U.S. Treasury	88,733.00		
Interest	<u>8,623.56</u>	Expenditures	<u>98,197.12</u>
	97,356.56		98,197.12

ANTI-RECESSION

	Savings Deposits		Total
On Hand			
July 1, 1985	407.89		407.89
June 30, 1986	431.14		431.14
	Receipts		Payments
Interest	23.25	Added to Sav. Dep.	23.25
July 25, 1986	Closed account and transferred to Gen'l Fund		431.14

SIMON FAIRFIELD PUBLIC LIBRARY FUND

	Savings Deposits		Total
On Hand			
July 1, 1985	4,968.96		4,968.96
June 30, 1986	4,838.80		4,838.80
	Receipts		Payments
Com. of Mass.	2,945.00		
Interest	421.51	Expenditures	<u>3,496.67</u>
	3,366.51		3,496.67

SEWER CONSTRUCTION ACCOUNT

	Savings Deposits		Total
On Hand			
July 1, 1985	649.63		649.63
June 30, 1986	675.83		675.83
	Receipts		Payments
Interest	26.20	Added to Sav. Dep.	26.20

NEW SCHOOL CONSTRUCTION ACCOUNT

	Savings Deposits		Total
On Hand			
June 30, 1986	122,376.10		122,376.10
	Receipts		Payments
B.A.N.	310,000.00	Expenditures	187,623.90
	310,000.00		187,623.90

TOWN INDEBTEDNESS

	Rate	Maturity	Balance	Principal Due
\$144,000 Sewer Loan	5.00%	2003	85,000	5,000
\$483,000 Sewer Loan	5.00%	2005	313,000	17,000
\$200,000 Sewer Loan	5.00%	1997	110,000	10,000

\$225,900 Sewer Loan	11.375%	2004	203,310	11,295
Elementary School	5.60%	1989	360,000	120,000
Fire Truck	5.00%	1992	43,200	7,200
Jr.-Sr. High School & Add.	6.10%	2001	7,800,000	525,000

Respectfully submitted,
 ELAINE B. KELLY
 Treasurer

TOWN OF DOUGLAS EMPLOYEES EARNINGS 1986 INCLUDING OVERTIME

SELECTMEN

David B. Cave	\$675.00
Eben Chesebrough	600.00
Edward Martinsen	300.00
Patricia A. Manning	375.00

SELECTMEN'S CLERICAL

Eleanor A. Berardi	11,398.51
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ADMINISTRATIVE ASSISTANT

Robert L. Whritenour, Jr.	12,940.50
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TOWN ACCOUNTANT

Louise M. Redding	10,372.17
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TOWN CLERK

Bettyann McCallum	5,533.96
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TOWN CLERK'S CLERICAL

Frances J. Hippert	3,771.89
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TOWN TREASURER

Elaine B. Kelly	14,788.44
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TOWN TREASURER'S CLERICAL

Pamela Carter	296.70
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TAX COLLECTOR

Anne M. Burgess	11,241.98
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ASSESSORS

Andrew Baca	1,700.00
Jerome D. Jussaume	800.00
Dora M. Mowry	14,045.51
Keturah J. Barrows	1,087.90

TOWN COUNSEL

Lawrence F. Army	5,849.65
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MODERATOR

Merton A. Mowry	100.00
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REGISTRARS

Bettyann McCallum	100.00
Norma Dix	75.00
John B. Jussaume	75.00

CONSTABLES

Charles B. McCue	213.75
Burton Carter	25.80

TOWN HALL JANITOR

Michael T. Berardi	5,130.10
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POLICE DEPARTMENT

John R. Koslak	29,334.26
Mark E. Anderson	21,283.40
Gerald J. Beaupre	20,903.40
Steven A. Blais	16,317.14
Jeffrey R. Blanchard	25,355.55
Daniel J. Dinardo	1,416.03
Norman L. Forget	1,442.18
Glenn G. Gilbert	21,271.22
Roger E. Martinsen	1,732.88
Richard J. McLaughlin	836.08
Michael Millette	2,524.75
James F. Mulligan	21,433.59
Edward Wrobel	2,405.90
Patricia Brule	13,156.80

OVERTIME AND COURT TIME

Mark E. Anderson	2,849.41
Gerald J. Beaupre	3,761.95
Steven A. Blais	1,004.62
Jeffrey R. Blanchard	3,986.83
Glenn G. Gilbert	5,100.31
James F. Mulligan	1,760.65

FIRE DEPARTMENT

Leon T. Sochia	4,395.00
David M. Ballard	295.60
Phillip Brule	537.50
Michael Cahill	655.00
Michael L. Cahill	436.82
Peter Campo	521.82
Bernardino Colon	541.82
Fred Crockett, Jr.	105.91
Otis T. Johnson	436.82
Michael Kacmarcik	436.82
Omer Lamontagne	436.82
Ernest R. Marks, Jr.	436.82
Joseph Nedoroscik	675.00
Dexter Perkins	436.82
Joseph H. Quintal, Jr.	605.00
Roland Richards, Jr.	436.82
Leon T. Sochia, 4th	547.50

DISPATCHERS

David James Brown	245.31
Peter Campo	5,264.40
Susan Forget	4,043.46
Audrey Marshall	1,994.23
Rose Ann Picard	1,678.99
Patricia Poulin	4,149.80
William T. Seaver	3,801.69

Barbara Smith	11,327.17
Leonard M. Vassar	139.50
TREE WARDEN	
Leon T. Mosczynski	100.00
CIVIL DEFENSE	
Ernest J. Marks, Jr.	160.00
INSPECTOR OF ANIMALS	
Jay D. Crowell	187.25
BUILDING INSPECTORS	
William Carter, Sr.	1,772.46
Michael Kacmarcik	1,772.46
Diane M. Ostrowski	8,471.85
WIRING INSPECTOR	
Wayne Hickey	1,436.46
J. Herve Guertin	225.00
PLUMBING INSPECTOR	
Joseph Saster	1,368.00
Florendo Colonero	225.00
HEALTH DEPARTMENT	
Patricia K. Koslak	13,067.15
Marleen Bacon	8,470.52
Clifford N. Ballou	1,670.00
LANDFILL OPERATOR	
Henry Bosma	9,245.79
E.M.T.'S	
Peter Campo	120.00
Alberta Collins	220.00
Vivian Cranska	140.00
Wendy Daigle	650.00
Donald R. Marchand	30.00
Linda Nadeau	1,000.00
Raymond Nadeau	810.00
Debra Perkins	120.00
DOG OFFICER	
Albertus Alexander, Jr.	250.00
Jay D. Crowell	1,075.00
HIGHWAY DEPARTMENT	
Edward A. Therrien	29,328.70
Wanda Therrien	3,604.00
Ronald Anderson, Jr.	1,868.58
Bruce Boutiette	1,772.50
Harold Buxton, Jr.	17,441.86
Philip Brule	1,369.38
Michael Cahill	1,067.55
Bernardino Colon	1,334.46
Fred Crockett, Jr.	7,565.51
Jay D. Crowell	10,325.94
William Dudley	357.32
Henry Enman	425.74
Edward Espanet	17,618.98

William Gray	4,502.59
Henry LaBonne	870.39
William Lapan	117.63
Ernest R. Marks, Jr.	18,178.57
Dexter Perkins	1,012.81
Jeffrey Guy Perkins	291.32
Scott C. Saviano	4,007.59
VETERANS AGENT	
Theodore J. Cormier, Sr.	2,136.96
SCHOOL ADMINISTRATION	
Robin R. Leveillee	42,458.25
Zaven Dagirmanjian	33,174.96
Anthony Ferreira	34,636.66
Douglas Brown	31,195.79
Eleanor Brown	10,700.93
Shirley Downs	10,033.04
Lydia Meszaro	16,358.16
Betty Yacino	12,957.48
FACULTY	
Beverly Anderson	8,531.52
Margaret Anderson	25,299.99
Beverly Bachelder	23,716.72
Dorothy Bangs	25,938.69
Nancy Borden	25,313.69
George Byers	28,151.84
Sue Cave	21,519.85
Jean Chausse	6,230.70
Jean M. Ciaramicoli	6,971.49
Albert Collins	28,140.84
Kevin Connors	21,121.06
Maria Creedon	21,313.48
Brien A. Cullen	23,962.93
Nancy A. Cyr	19,557.15
Paul D'Ambra	26,589.16
Lynn A. Danner	7,099.95
Gerald Elliott	18,378.18
Noreen Ezzo	720.00
Jacqueline A. Farrar	26,047.72
Edith Fleming	25,813.69
Robert Forget	720.00
Linda Fraga	12,920.68
Lisa Gaddes	20,018.51
Clarence A. Gagne	665.00
Betty Garabedian	27,143.72
Joanne Gates	3,255.00
Denise Girard	2,173.91
Robert Giustina	25,438.69
Anne M. Gribauskas	525.00
Nancy Hayes	15,215.20
Gladys Heldenbergh	3,757.96

Ronald J. Hippert	1,610.00
Ruby Hutnak	26,756.04
Donald Johnson	27,089.16
Algert Lukshis	27,855.84
Karen Lydon	22,495.52
William Mahoney	27,847.72
Ivone M. Mahoney	913.92
Madeline Mangini	22,785.51
Carol Manning	2,161.74
Faye Manyak	25,313.69
Beverly Mara	25,548.69
Judith A. McGrath	877.51
Donald McKeon	25,313.69
Michelle Meomartino	19,855.61
Michele Merlo	21,204.03
Denise Merten	25,949.69
Cheryl Michalik	3,042.73
Gail A. Mikolaycik	21,860.88
Rainer Morgan	105.00
Eleanor Morrison	26,047.72
Constance Mungovan	514.72
Linda Nadeau	5,588.59
Margaret Nelson	805.00
Deborah Norling	25,051.07
Phyllis Normandin	25,313.69
Lois Phelps	26,047.72
Alice Phillips	6,680.70
Raymond Piche	13,153.66
Larry Pierce	18,759.06
William Quattrucci	25,813.69
M. Eileen Quinn	26,370.61
Kathleen Renzoni	11,893.27
Barbara Russo	25,313.69
Pamela K. Schwartz	23,714.42
Rita Sherman	16,872.14
Deborah A. Simonelli	21,528.59
Cecilia Stienstra	13,616.45
Dorothy Sullivan	994.51
Brenda Vecchione	19,904.33
Loretta Wall	4,401.96
Sharon Whalen	25,156.63
Marilyn Yacino	25,261.76
EEOG — (STATE FUNDED)	
Stephanie Dagenais	6,230.70
Sheila Haigh	6,230.70
Mildred Johnson	2,113.44
Nancy Matthews	6,230.70
Jason Phelps	5,733.44
Kathryn Tucker	9,373.69

TITLE VI — (FEDERAL FUNDED)

Karen Keith	18,764.88
Jacqueline LaChance	17,454.20
Shirley Minor	1,327.24
Margaret Nelson	4,792.02
Kathleen Renzoni	9,391.84
Bettina Weekly	4,326.93

MAINTENANCE

Ronald Anderson (includes crossing guard)	17,391.16
Peter Campo	8,338.06
Norval K. Dixon	16,311.55
Paul J. Mello, Sr.	3,611.27
Willard Montville	16,499.68
James Wilson	333.12

CAFETERIA

Janine B. Lariviere	15,988.18
Theresa Bolte	411.49
Sophie F. Bombara	2,435.13
Joan C. Chamberlain	2,242.43
Nancy Danahey	5,658.27
Daphne E. Field	4,692.92
Ruth Hutnak	2,354.66
Frances Jolda	7,521.80
Janice Jussaume	6,107.32
Florence M. Lapan	3,656.40
Margaret Lapierre	1,942.36
Sandra L. Pierce	1,487.82
Shirley Smith	3,658.81

LIBRARY

Ann D. Carlsson	7,519.10
Stacey Ducharme	548.90
Ann Dix	356.00
E. G. Chesebrough	150.00
Helen F. Chester	3,224.95
Mandy Haddon	250.26
Anthony Russo	2,289.00
Elaine K. Sughrue	1,630.80
Betsy Tweedy	3,263.50
Patricia J. Weber	458.00

WATER DEPARTMENT

Richard C. Lepage	300.00
Joseph Saster	300.00
William J. Wallis	300.00
Joseph L. Cadrin	4,386.04
Frederick Hashey, Jr.	17,337.41
Robert Nesbitt	2,692.00

SEWER DEPARTMENT

Harris Anderson	300.00
Florendo Colonero	300.00
Robert A. Josey	300.00

Michael L. Cahill	18,023.67
Lisa Marie Bedard	4,899.44
George LeFrancois	2,615.10
RECREATION	
Lisa Bloniasz	280.00
Carl M. Burgess	720.00
Patrick J. Colonero	756.00
Kevin Conway	150.00
Michael Griffin	280.00
Debra Harris	455.00
Derek Mungovan	280.00
Julie Nedoroscik	350.00
John Vaillancourt	229.50
Karen Ward	315.00
Peter Yacino	619.50
John Sullivan	756.00
COUNCIL ON AGING	
Alyre Richard	2,639.77

A list of casual employees earning less than one hundred dollars during 1986 is available in the treasurer's office.

REPORT OF MOSES WALLIS DEVISE December 8, 1986

To the Selectmen of the Town of Douglas:

The Agent charges himself with the amounts due the devise.

4,000.00	Southern Pacific R.R. 23/4% 831/2 1996	3,340.00	3,340.00
3,000.00	American Tel. & Tel. Amortization	3,063.75 60.79	3,002.96
5,000.00	Chesapeake & Ohio R.R. 31/2% 1996	5,100.00 74.20	5,025.80
1,000.00	Uxbridge Savings	1,000.00	1,000.00
1,000.00	American Tel. & Tel.	840.00	840.00
4,000.00	Uxbridge Savings	4,000.00	4,000.00

5,000.00	Uxbridge Savings	5,000.00	
			5,000.00
	Bank of Boston		271.00
	Uxbridge Savings		8,588.99
			40,068.75
	Capital Reported Previously		6,686.22
			33,382.53
	Income Due Town		5,880.10
	Permanent Value		27,502.43

The Agent has received as follows:

Balance January 1, 1986			
	Uxbridge Savings		8,588.99
	Bank of Boston		271.00
July 25	Interest Uxbridge Savings 41536		291.30
July 25	Southern Pacific R.R.		110.00
July 25	American Tel. & Tel.		43.11
December 8	Interest 41536		226.92
December 8	American Tel. & Tel.		43.14
December 8	Interest 2-600205		296.86
December 8	Interest 2-500034		341.41
December 8	Interest Term Deposits		<u>738.48</u>
			10,951.21

The Agent has paid as follows:

Town of Douglas			1,300.00
William J. Wallis, Jr. (salary)			75.00
Bank of Boston			12.00
			1,387.00
			95.64
4,000.00	Southern Pacific R.R.	3,340.00	
	23/4 831/2 1996		3,340.00
5,000.00	American Tel. & Tel.	3,063.75	
	Amortization	62.19	
			3,001.56
5,000.00	Chesapeake & Ohio R.R.	5,100.00	

	31/2% 1996 1013/4 Amortization	76.85	5,023.15
4,000.00	Uxbridge Savings	4,000.00	4,000.00
5,000.00	Uxbridge Savings	5,000.00	5,000.00
10,000.00	Uxbridge Savings	10,000.00	10,000.00
1,000.00	American Tel. & Tel.	840.00	840.00
	Bank of Boston Checking		164.50
	Uxbridge Savings		10,666.26
			42,035.47
	Capital Reported Previously		<u>6,686.22</u>
			35,349.25
	Income Due Town		7,846.82
	Permanent Value		27,502.43

CEMETERY REPORT

I herewith submit the annual report of the Douglas Cemeteries as follows for the year ending December 31, 1986:

Pine Grove Cemetery	\$390.00
Douglas Center Cemetery	414.00
South Douglas Cemetery	214.50
Gasoline and Oil	28.60
Repairs	110.00
Water	25.00
New Lawnmower	<u>544.11</u>
Total	\$1,375.21

Respectfully submitted,

MICHAEL E. CAHILL, Commissioner
JACOB KOLUMBER
CHRISTOPHER P. SUGHRUE

REPORT OF THE HIGHWAY DEPARTMENT

I hereby submit the annual report of the Douglas Highway Department for the year ending December 31, 1986.

Under Chapter 90, a section of Webster Road was resurfaced with Type I. The Town was reimbursed from the State.

Also under Chapter 90, Perry Street was widened, graveled, treated with oil and sand and resurfaced with Mix in Place. The Town will be reimbursed from the State.

GENERAL HIGHWAY

All gravel roads were graded; brush along roadsides maintained by cutting; old street signs replaced where needed; catch basins cleaned; water courses cleaned; streets swept; Town Common and Public Squares maintained; transportation of food from Worcester to the Town Hall and the schools provided.

Approximately 250 tons of Cold Patch were applied to our roads during the year.

RAILINGS

Railings painted, guard posts replaced and painted where needed.

BRIDGES

Flashing lights were installed at the Cook Street bridge this year.

SIDEWALKS

A section of sidewalk on Main Street was repaired this year.

LOCAL ROAD IMPROVEMENTS

This money was used to gravel and grade sections of the following: White Ct., S.E. Main, N.W. Main, S.W. Main, Vine, Orange, Hemlock and Linden streets; also to repair water trenches on N.E. Main and North Streets. This money was also used to paint traffic lines on the main roads; to do work on the Perry Street project and to resurface Charles Street.

SNOW ROADS

This money was used to salt, sand and plow the streets and sidewalks in the Town and to remove snow from Main St., Depot St. and Mechanic St. This money was also used to purchase heating fuel for the Highway garage.

MACHINERY MAINTENANCE

This money was used to maintain and repair the Department's machinery and to purchase a used sander.

This year the Highway Department purchased a new Pickup Truck.

Respectfully submitted,

EDWARD A. THERRIEN
Highway Superintendent

FIRE DEPARTMENT

I hereby submit the annual report of the Douglas Fire Department for the year ending December 31, 1986

BOARD OF ENGINEERS**Chief**

Leon T. Sochia, III

Deputy Chief

Joseph Nedroscik

1st Engineer, Michael Cahill

2nd Engineer, Phillip Brule

3rd Engineer, Leon T. Sochia, IV

4th Engineer, Joseph Quintal

FIRE FIGHTERS

Michael Kamarcik

Omer Lamontagne

Dexter Perkins

Ernest Marks

Peter Campo

Bernadino Colon

Michael Cahill, Jr.

David Ballard

Otis T. Johnson

Roland Richard, Jr.

The Fire Department answered a total of 62 for the year 1986.

During the year 1986, one hundred twenty seven (127) calls were answered by the Emergency Medical Technicians for the use of the ambulance.

EMERGENCY MEDICAL TECHNICIANS

Linda Nadeau

Vivian Cranska

Alberta Collins

Ray Nadeau

Wendy Daigle

Debra Perkins

During the year 1986, \$1,780.00 was turned over to the Town Treasurer for the issuance of the following permits.

Smoke Detectors	132	@	\$10.00	\$1,320.00
Oil Burners	49	@	5.00	245.00
Black Powder	4	@	5.00	20.00
Blasting	9	@	5.00	45.00
Fuel Permits	3	@	10.00	30.00
Underground Storage & Registrations	9	@	10.00	90.00
Skid Tank Permits	5	@	5.00	25.00
Propane	1	@	5.00	5.00

During the burning season, January 15 thru May 1, 1986, six hundred seventy nine (679) Burning Permits were granted to Townspeople.

Respectfully submitted,
LEON T. SOCHIA, III

FOREST FIRE DEPARTMENT

Gentlemen:

I hereby submit the annual report of the Forest Fire Department.

During the year 1986, twenty-one (21) alarms were answered by the Fire Department to fight brush fires.

Respectfully submitted,
LEON T. SOCHIA, III
Forest Fire Warden

RECREATION COMMITTEE

The Douglas Recreation Committee has sponsored or supervised the following activities during the past year:

Youth Soccer Program (D.A.S.C.)
Biddy Basketball
Jr. High Intramural Basketball Program
9th & 10th Grade Intramural Basketball Program
Little League
Minor League
Babe Ruth
Men's Summer Basketball Program
Red Cross Summer Instructional Swim Program
Lassie League

The Douglas Recreation Committee has continued to try to meet the needs of a growing community, its youth, and residents of all ages. Work on the ball field has progressed as well as possible within our budget limitations. Besides extending the playing area at our current ball field, we recognize a shortage of available fields for our youth and are beginning to plan development of the field on the West St. site. As a result of the Aquifer Study we have received the "Go Ahead" to construct playing fields there and hope to complete this program to meet the growing needs of our recreational programs.

The Youth Soccer Program has again shown fine success and support from all involved.

The Biddy Basketball Program has had one of its finest seasons ever. Participation has been tremendous and the children have shown improvement each week.

The Intramural Basketball Programs for the Jr. and Sr. High School have been equally important and the interest here has been substantial.

The Little League, Lassie League, Minor and Babe Ruth Leagues were well organized thanks to the generous effort and support of many people.

Our Summer Swim Program had an enrollment of over 120 children and ensured them the basics of swimming and water safety. Special thanks to these swim directors and supervisors for their help.

As is the case each year, most of our programs depend on volunteers, for coaching, official transportation and organization to make these programs work. We cannot thank these people enough for all the time and effort they have dedicated to our children. Without this help, these programs would not exist. As we grow each year, more people like these will be needed, and we're sure the assistance we need will be offered to us as in the past.

Finally we would like to thank the Highway Department and many other volunteers and organizations, too many to mention, that helped us out this past year.

Respectfully submitted,

ALFRED L. BURGESS, Chairman
MICHAEL L. CAHILL, Treasurer
WAYNE C. HARRIS, Secretary

**REPORT
BLACKSTONE VALLEY VOCATIONAL
REGIONAL SCHOOL DISTRICT**

The Blackstone Valley Regional Technical High School opened for academic classes and vocational-technical training on August 20, 1985. This was the twentieth school opening. Approximately 4,600 ninth grade students have experienced "opening-day" since the school enrolled its first class in the fall of 1966. After 180 days, school sessions were concluded on June 6, 1986.

A full-day session consists of 5 1/2 hours per school day which provides 990 hours of instruction annually. Students alternate in a two week cycle, between academic study and vocational-technical instruction. The academic program consists of English, math, social studies, science, physical education and electives each of the four years. Vocational-Technical instruction is provided in 16 different occupational fields. Each student concentrates on occupational preparation in one of the specialties which is designed to provide gainful employment upon graduation.

The sixteen vocational-technical specialties are:

Auto Body, Auto Technology, Computer Information Processing, Culinary Arts/Baking, Drafting, Electrical, Electronics, Graphic Arts, Health Services, Heating/Ventilation & Air Conditioning, Industrial Maintenance, Machine Shop, Metal Fabrication/Sheet Metal, Mill & House Carpentry, Painting & Decorating, and Plumbing.

Douglas enrollment in the day-school as of October 1, 1985 was as follows: Grade 9, 11 students, Grade 10, 10 students, Grade 11, 8 students, Grade 12, 5 students
Total: 34 Students.

Special education services were provided for 129 students. Each student received special assistance as prescribed by an individual education plan. The majority of special education students were "mainstreamed" in both academic study and vocational-technical education.

Cooperative education provided 124 seniors with on-the-job-experience during the school year. The jobs were provided by 83 different employers who cooperated with the school by making positions available in their companies. The jobs were of the type which allowed the students to continue refinement of vocational-technical skills while also earning wages for their labor. This partnership between industry and the school is beneficial to both students and employers. The region as a whole also derives dividends in that a competent and educated work-force is continually being infused into the general economy of the area.

The regional vocational technical high school is a unique high school in that students are engaged in a demanding dual-education endeavor. They are involved in a general education program and vocational-technical training simultaneously. There is conscious and purposeful attempt to unite academic study and occupational competency, citizenship and the work-ethic, from the day students enter the school to the day of graduation.

During the school year students participated in a variety of extra-curricular activities. The school's interscholastic athletic program afforded competition through the Dual Valley Conference where boys and girls played on the following teams: Cross Country, Soccer, Basketball, Baseball, Softball, Track/Field, and Cheerleading. Approximately 185 students took part at the varsity and junior varsity levels.

The school's Three Seasons Restaurant, an integral component of the Culinary arts program, served economical lunches and dinners to the public, 170 days (11 AM to 1

PM) during the school year. The facility is noted for service and quality dining as evidenced by the hundreds of patrons who availed themselves of the accommodations.

Citizens of the Blackstone Valley region also used the training facilities afforded by the auto technology and auto body training programs.

Evening School Programs were available in the fall and spring semesters. Adult training was conducted as a self-supporting program consisting of 48 hours vocational training in specialties such as Auto Body, Cabinetry, Machine Shop, Welding, Information Processing (computer use), Electrical and Electronics. Approximately 210 men and women participated and completed the certified programs for which they paid tuitions. A special welding program was conducted under the auspices and financed by Local Union No. 475, Brotherhood of Carpenters and Joiners of America.

The vocational school and the Career Development Center (Hopedale) again joined forces in providing an exploration/training program for 50 young boys and girls (ages 14-16) during the months of July - August. The young people participated in graphic arts, food services, carpentry, auto body, auto mechanics and machine shop programs. Funds for the programs were provided by the U.S. Department of Labor and administered by the Career Development Center.

The vocational school, Quinsigamond Community College and the Ford Motor Co., initiated discussions to develop a jointly sponsored automotive technology program leading to an Associate Degree in Applied Science. Prospects for implementing such a joint venture are very encouraging and will be pursued vigorously.

With the passage of Chapter 188 (School Improvement Law), the school district became eligible for Equal Education Opportunity Grants. Eligibility is due to the fact that the school's expenditures per pupil are below 85% of the average state-wide expenditure per pupil in similar vocational-technical schools. The school district received \$67,236 of E.E.O.G. after the member towns voted to allow the school district to accept the funds to supplement the operation. The school district will continue to be eligible as long as it remains below 85% of the state-wide expenditures per pupil.

Another Chapter 188 grant, Professional Development, was provided in the amount of \$67,345. It also was approved by member towns and will be used to enhance teacher salaries upon agreement between the school committee and teachers association as to how the professional faculty will fulfill obligations to satisfy an appropriate form of professional development tasks.

Two major facility projects were undertaken during the school year. The first involved underground hot-water-heating lines which burst due to deterioration. Replacement and interior rerouting was accomplished during the month of December. Being an emergency, the school committee voted and expended \$34,000 from unrestricted funds. The second project involved replacement of the original fire alarm system. Installed in 1965, the system became obsolete and inadequate. An appropriated sum of \$23,000 was used to initiate the replacement with plans to complete the project in 1986-87.

Original refrigeration in the school's cafetorium was also replaced as planned.

Respectfully submitted,
L. WAYNE GILLEY

**BLACKSTONE VALLEY VOCATIONAL
REGIONAL SCHOOL DISTRICT
STATEMENT OF REVENUES AND
EXPENDITURES OF OPERATING FUNDS
For the Year Ended June 30, 1986**

	Budget	Actual
Revenues:		
Local sources:		
Assessments to participating towns	\$742,875	\$742,875
Interest on investments and bank accounts	—	47,125
Miscellaneous	—	11,569
	<u>742,875</u>	<u>801,569</u>
Federal and state reimbursements:		
General aid	1,762,000	1,751,289
Regional school aid	724,485	724,651
Pupil transportation	306,515	297,279
Debt retirement	367,670	408,068
	<u>3,160,670</u>	<u>3,181,287</u>
Total revenues	<u>3,903,545</u>	<u>3,982,856</u>
Expenditures:		
Instruction	1,762,265	1,711,393
Other school services:		
Pupil transportation	311,000	337,706
Guidance and social work	249,150	260,784
Athletics	34,825	32,508
Library and audiovisual	29,640	29,640
Other	36,410	35,866
Administrative and fixed charges and employee benefits	464,735	454,637
Operation and maintenance of physical plant	451,875	498,948
Debt retirement and debt service:		
School bonds	<u>563,645</u>	<u>563,645</u>
Total expenditures	<u>3,903,545</u>	<u>3,925,127</u>
Excess of revenues over expenditures	<u>\$ -0-</u>	<u>\$57,729</u>

INDUSTRIAL DEVELOPMENT COMMISSION

In 1986 Douglas welcomed two new industries: Thermal Pane and Eastern Door and Window, located on Route 16.

Our continuing representation with the activity of the Blackstone Valley Regional Development Corporation has produced encouraging results with the identification of a major industrial site along the Route 146 corridor in Douglas. The feasibility is being studied by the Development Corporation. In addition, a Small Business Administration loan was granted to a business in Douglas, enabling it to open a plant which employs fifteen persons; they have expansion plans.

Our objectives for the coming year include a joint Zoning Board of Appeals/IDC/Planning Board review of zoning by-laws regarding industrial uses. We continue to see the need for a more definitive plan and a solid commitment to business development in Douglas — this in conjunction with a Master Plan for the town.

Respectfully submitted,

Christine Anderson
Vice Chairman
Town of Douglas
Industrial Development Commission

BUILDING INSPECTOR

I herewith respectfully submit the annual report of the Douglas Building Department as follows:

Building Inspector	William A. Carter, Sr.
Deputy Building Inspector	Michael Kacmarcik, Jr.
Wiring Inspector	Wayne Hickey
Alternate Wiring Inspector	J. Herve Guertin
Plumbing & Gas Inspector	Joseph Saster
Alternate Plumbing Inspector	Florendo Colonero

The following permits were issued from January through December 1986:

New Houses	39
Duplex Houses	6
Gas Permits	9
Electrical Permits	69
Plumbing Permits	47
Garages	10
Chimneys	0
Misc. Buildings	9
Additions/Alterations	34
Swimming Pools	15

Demolish Permits	0
Wood Burning Stoves	12
Barns	2
Signs	1
	253

Revenue collected from Building Department Permit Fees was \$14,398.50. This was submitted to the Town Treasurer for the Town of Douglas General Fund.

Respectfully submitted,
 WILLIAM A. CARTER, SR.
 Building Inspector

WASTE WATER TREATMENT FACILITY

We herewith submit the following report of the calendar year 1986.

Michael L. Cahill received his Grade 4 Waste Water Operator License and a Grade 1 Drinking Water Operator License.

George LeFrancois resigned his position as Assistant Operator in March and was replaced by Joseph Cadrin who resigned in June and was replaced by Lisa M. Bedard in August.

As in the past, we were forced to spend \$5,000.00 to ship our excess sludge to the Upper Blackstone Pollution Abatement Facility for disposal.

New wooden shed roofs were built on the plants two buildings. They are an attractive and effective solution to the leaking roof problem.

Equipment repairs were limited to the rebuilding of the sludge return pump drive units and the installation of mechanical seals instead of packing in the pumps.

Work was started on a main installation for the homes on Mechanic Street. This project will be paid for with money remaining from the FmHA grant for the last phase.

This was a good year for connections as sixteen services were installed and thirteen betterments totalling \$21,528.00 were issued.

We would like to thank the Water Department for their assistance and the use of their truck, it is very much appreciated.

Respectfully submitted,

MICHAEL L. CAHILL, Supt./Chief Oper.
 ROBERT A. JOSEY, Chairman
 FLORENDO COLONERO, Commissioner
 HARRIS ANDERSON, Commissioner

ZONING BOARD OF APPEALS

To the Honorable Selectmen, Town of Douglas:

During 1986 the Board elected the following officers: Chairman — Lawrence Guy Bacon, Secretary/Treasurer — Hubert Reynhout.

A Zoning Board of Appeals is created under the provisions of Massachusetts General Laws Chapter 40A, as a necessary part of the establishment of zoning regulations in a community. Chapter 40A empowers the Board of Appeals to 1) hear appeals taken from decisions of any administrative official or board of the town acting under the provisions of the law, 2) grant variances from the terms of the Zoning By-law, and 3) grant special permits as provided by the Zoning By-law.

The Board decided 17 cases in 1986:

NO. CASE

- 162 Joseph J. Allen, Ridge Trail, Douglas, MA — Variance — Granted
- 163 Robert S. Cahill, Davis Street, Douglas, MA — Variance — Withdrawn
- 164 Richard & Marjorie Wallis, North Street, Douglas, MA — Variance — Granted
- 165 Michael G. Rousseau, Johnson Court, Douglas, MA — Variance — Granted
- 166 Mark & Dorothy Towl, Grove Street, Douglas, MA — Variance — Denied
- 167 Lawrence & Deborah Carlberg, Riedell Road, Douglas, MA —
Variance — Denied
- 168 Robert Donaldsen & Regina Doreika, Angel Road, Douglas, MA —
Variance — Denied
- 169 John Narducci, 179 Main St., Millville, MA — Special Permit — Granted
- 170 John J. Hunt, N. W. Main Street, Douglas, MA — Variance — Denied
- 171 Dennis & Cheryl Michalik, N. E. Main St., Douglas, MA —
Special Permit — Granted
- 172 Robert Donaldson & Regina Doreika, Angel Rd., Douglas, MA —
Special Permit — Denied
- 173 Brian Goodwin, Eastern Door & Window, Davis Street, Douglas, MA —
Special Permit — Granted
- 174 Robert S. Cahill, Chocolog Rd., Uxbridge, MA — Special Permit — Granted
- 175 Edward P. Herbst, N. E. Main St., Douglas, MA — Variance — Granted
- 176 Carole A. Murray, Pakachoag St., Auburn, MA — Variance — Denied
- 177 Lawrence & Janice Powers, Ridgeland Rd., Shrewsbury, MA —
Variance — Denied
- 178 Marion D. Mowry, Glen St., Douglas, MA — Special Permit — Granted

Respectfully submitted,

LAWRENCE GUY BACON, Chairman
 HUBERT REYNHOUT, Secretary/Treasurer
 ARTHUR McGUINNESS
 PETER COPPOLA
 CHRISTINA LEVEILLE

REPORT OF THE TOWN ACCOUNTANT

The Board of Selectmen and
Residents of Douglas:

The following report reflects the financial condition of the Town of Douglas as of June 30, 1986 and for the year then ended. The financial statements include the balance sheet and statements of revenue and expenditures of the general fund. Also presented are detail statements of expenditures, authorized and actual, as voted by town meetings.

Once again I wish to express my appreciation to the various town departments for the cooperation and courtesy they have extended to me and to the members of my staff during the period covered by this report. I also wish to thank the residents of the town for allowing me to serve as your town accountant.

Should a question arise concerning the accompanying financial statements, I would be happy to discuss it with you at a mutually convenient time or over the telephone at your convenience.

Respectfully submitted,

Louise M. Redding
Town Accountant

**General Fund
Balance Sheet
June 30, 1986**

Assets and Other Debits:

Cash:

Petty Cash	\$100
Unrestricted Checking	742,200
Restricted Checking	<u>157,879</u>
Total Cash	900,179

Taxes and Excises Receivable:

Personal Property Taxes Receivable	3,373
Real Estate Taxes Receivable	<u>274,417</u>
	277,790
Reserve for Abatement/Exemption	<u>(42,054)</u>
	235,736

Tax Liens Receivable	53,387
Reserve for Uncollected Tax Liens	<u>(53,387)</u>

Motor Vehicle Excise Receivable	43,983
Reserve for Uncollected MVE	(43,983)

Accounts Receivable:

Sewer Usage Receivable	12,992
Reserve for Uncollected Sewer Charges	(12,992)

Water Usage Receivable	11,254
Reserve for Uncollected Water Charges	(11,254)

Due From State re Highway Grants	28,102
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Due From Federal Gov. re School Grants	14,087
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Special Assessments:

Unapportioned Sewer Assessments	120,308
Reserve for Unapportioned Sewer Assessments	(120,308)

Unapportioned Street Betterment	107
Reserve for Unapportioned Street Betterment	(107)

Apportioned Street Betterment Added to Taxes	941
Reserve for Apportioned Street Bett. Added to Taxes	(941)

Apportioned Sewer Assessment Added to Taxes	15,261
Reserve for Apportioned Sewer Asses. Added	(15,261)

Assets and Other Debits:**Interfund Receivables:**

Due from Sewer Betterment Fund	\$35,706
Due from Trust Funds	77

Other Debits:

Loans Authorized	8,043,511
Loans Authorized and Unissued	(8,043,511)

Cherry Sheet Under Estimates:	
SPED Assessment	268

Overdrawn Appropriations:	
Overlay Deficits to be Raised	<u>31,922</u>

Total Assets and Other Debits	<u>\$1,246,077</u>
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**General Fund
Balance Sheet
June 30, 1986**

Liabilities and Other Credits:

Accounts Payable:

Warrants Payable	221,320
Encumbrances	92
Tax Collector Charges	260

Payroll Withholdings	6,361
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Other Liabilities:

Insurance Reimbursement	1,414
Unclaimed Checks	2,753
Excess of Low Value Sales	654
Land Taking Escrow	116
Cemetery Sale of Lots	955
Dog Licenses Sold	656
Due to Receipts Reserved Fund	2,035
Due to Revenue Sharing Fund	1,788

Notes Payable:

Highway S.A.A.N.	28,102
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Other Credits:

Appropriations	134,305
Highway Grants	51,156

Fund Equity:

Unreserved	580,270
Reserved for Petty Cash	100
Reserved for Abatement & Exemptions	16,339

Special Revenue Funds:

School Grants	8,238
Council on Aging Grant	6
Arts Lottery	2,210

Fund Balance, Revolving Funds:

School Lunch	5,283
Athletic	342
Police Detail	196

Fund Balance: Receipts Reserved for Approp:

Dog Account	3,904
Ambulance Account	15,354

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Sewer Lump Sum Payments	158,858
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Moses Wallis Devise	<u>3,010</u>
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Total Liabilities and Fund Balance	<u>\$1,246,077</u>
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**Revenue Sharing Fund
Balance Sheet
June 30, 1986**

Assets and Other Debits:

Cash	\$125,357
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Accounts Receivable:

Due to/from General Fund	1,788
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Due from Federal Government	<u>20,561</u>
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Total Assets and Other Debits	<u>\$147,706</u>
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Liabilities and Other Credits:

Fund Balance	<u>\$147,706</u>
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Total Liabilities and Other Credits	<u>\$147,706</u>
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**Sewer Construction Fund
Balance Sheet
June 30, 1986**

Assets and Other Debits:

Cash	<u>\$676</u>
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Total Assets and Other Debits	<u>676</u>
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Liabilities and Other Credits:

Fund Balance	<u>676</u>
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Total Liabilities and Other Credits	<u>\$676</u>
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**Anti-Recession Fund
Balance Sheet
June 30, 1986**

Assets and Other Debits:

Cash	<u>\$431</u>
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Total Assets and Other Debits	<u>\$431</u>
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Liabilities and Other Credits:

Fund Balance	\$431
Total Liabilities and Other Credits	\$431

Trust Funds
Balance Sheet
June 30, 1986

Assets:

Cash	\$111,943
Total Assets	\$111,943

Liabilities and Other Credits:

Liabilities:

Due to General Fund	\$ 77
Simon Fairfield Warrant Payable	4,548

Fund Balance:

Stabilization Fund	46,883
Conservation Fund	14,358
Simon Fairfield Library Fund	214
Myron Mowry Fund	34,118
Perpetual Care Funds	7,607
L.J. Marsh Scholarship Fund	4,138

Total Liabilities and Other Credits	\$111,943
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TOWN OF DOUGLAS
Statement of Revenue and Expenditures
General Fund
Year Ended June 30, 1986

	Budget	Actual	Variance Favorable (Unfavorable)
Revenue:			
Property taxes:			
Personal property	39,234	39,717	483
Real estate	1,796,968	1,792,142	(4,826)
State aid	1,124,022	1,142,909	18,887
Motor vehicle excise tax	126,679	161,199	34,520

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Water department	54,933	65,006	10,073
Sewer department	38,989	50,827	11,838
Licenses, permits, fines and fees	30,782	59,714	28,932
Interest	<u>64,336</u>	<u>33,009</u>	<u>(31,327)</u>

Total revenue	<u>3,275,943</u>	<u>3,344,523</u>	<u>68,580</u>
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Other financing sources:

Free cash voted to reduce taxes	251,887	251,887	
Appropriations carried forward from prior year	40,146	40,146	
Transfers from other funds	<u>156,125</u>	<u>156,125</u>	

Total other financing sources	448,158	448,158	
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Total revenue and other financing sources	<u>3,724,101</u>	<u>3,792,681</u>	<u>68,580</u>
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Expenditures:**Appropriations:**

General government	417,462	327,530	89,932
Police	256,442	253,929	2,513
Fire	38,536	36,914	1,622
Inspectors	23,648	22,392	1,256
Education	1,816,247	1,805,872	10,375
Highways	296,970	288,021	8,949
Landfill	29,571	15,376	14,195
Water department	78,785	68,594	10,191
Sewer department	65,658	62,458	3,200
Environmental	45,610	17,255	28,355
Health	54,078	36,066	18,012
Council on aging & veterans	14,145	12,199	1,946
Cemetery	1,700	1,589	111
Library	51,020	50,691	329
Recreation	15,036	15,035	1
Debt Service	257,721	257,346	375
Revenue sharing	<u>80,000</u>	<u>79,197</u>	<u>803</u>
Total appropriations	<u>3,542,629</u>	<u>3,350,464</u>	<u>192,165</u>

Other local expenditures:

Interest overdrawn	11,800	11,800	
Tax titles overdrawn	1,124	1,124	
Overlay deficits	21,213	21,213	
State & county charges	72,335	72,603	(268)
Provision for property tax abatements & exemptions	<u>75,000</u>	<u>92,232</u>	<u>(17,232)</u>
	<u>181,472</u>	<u>198,972</u>	<u>(17,500)</u>
Total expenditures	<u>3,724,101</u>	<u>3,549,436</u>	<u>174,665</u>

Excess revenue and other

financing sources over
expenditures

0	<u>243,245</u>	<u>243,245</u>
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TOWN OF DOUGLAS

Appropriation Balances as of 6/30/86

Name	Appropriated	Carry Over	Other	Total Authorized	Expended To 6/30/86	Remaining Balance
GENERAL GOVERNMENT						
Selectmen Salary	1,950.00	0.00	0.00	1,950.00	1,950.00	0.00
Selectmen Clerical	10,718.00	0.00	.24	10,718.24	10,718.24	0.00
Administrative Assistant	9,000.00	0.00	11,500.00	20,500.00	2,898.76	17,601.24
Selectmen Expense	5,250.00	0.00	0.00	5,250.00	5,128.31	121.69
Moderator Salary	100.00	0.00	0.00	100.00	100.00	0.00
Reserve Fund Art 20	10,000.00	0.00	-9793.78	206.22	0.00	206.22
Election Expense	2,700	0.00	0.00	2,700.00	2,580.94	119.06
Registrars Salaries	325.00	0.00	0.00	325.00	325.00	0.00
Registrars Expense	3,600.00	0.00	0.00	3,600.00	3,541.43	58.57
Print Town Reports	2,700.00	0.00	0.00	2,700.00	2,626.00	74.00
Town Acct. Expense	600.00	0.00	550.00	1150.00	1149.35	.65
Town Acct. Salary	9,826.00	0.00	0.00	9,826.00	9,826.00	0.00
Assessors Salaries	13,930.00	0.00	0.00	13,930.00	13,930.00	0.00
Assessors Clerical	0.00	0.00	0.00	0.00	0.00	0.00
Assessors Expense	9,875.00	0.00	1,500.00	11,375.00	11,369.99	5.01
Revaluation	50,000.00	0.00	0.00	50,000.00	4,005.00	45,995.00
Tax Collector Salary	9,343.00	0.00	0.00	9,434.00	9,434.00	0.00
Tax Collector Expense	6,800	0.00	0.00	6,800	6,782.49	17.51
Treasurer Salary	14,000.00	0.00	0.00	14,000.00	14,000.00	0.00
Treasurer Clerical	1,500.00	0.00	0.00	1,500.00	54.50	1,445.50
Treasurer Expense	2,762.00	0.00	0.00	2,762.00	2,757.63	4.37
Tax Titles Art 26	10,000.00	0.00	0.00	10,000.00	360.00	9,640.00
Town Clerk Salary	5,242.00	0.00	0.00	5,242.00	5,242.00	0.00
Town Clerk Clerical	4,346.00	0.00	0.00	4,346.00	3,449.25	896.75
Town Clerk Expense	662.00	0.00	0.00	662.00	647.95	14.05
Val. & Street Lists	2,200.00	0.00	0.00	2,200.00	1,437.90	762.10
Town Counsel Salary	6,572.00	0.00	0.00	6,572.00	6,572.00	0.00
Legal Expense	450.00	0.00	0.00	450.00	400.00	50.00
Legal Litigation A/C	3,000.00	0.00	0.00	3,000.00	340.00	2,660.00
Zoning Board Expense	2,080.00	0.00	0.00	2,080.00	1,196.60	883.40
Planning Board Expense	1,260.00	0.00	0.00	1,260.00	941.58	318.42
N.T.H. Janitor	4,897.00	0.00	0.00	4,897.00	4,897.00	0.00
New Town Hall Mnt.	10,000.00	0.00	0.00	10,000.00	7,856.23	2,143.77
N.T.H. Renovation	2,500.00	0.00	0.00	2,500.00	629.15	1,870.85
Douglas Center Maint.	5,050.00	0.00	0.00	5,050.00	4,959.80	90.20
County Retirement	86,269.00	0.00	0.00	86,269.00	86,269.00	86,269.00
Unemployment A/C	10,000.00	0.00	0.00	10,000.00	5,046.00	4,954.00
Group Insurance	80,320.00	0.00	0.00	80,320.00	80,320.00	0.00
Blanket Insurance	3,787.00	0.00	0.00	3,787.00	3,787.00	0.00
Stabilization Fd. Art 5	<u>10,000.00</u>	<u>0.00</u>	<u>0.00</u>	<u>10,000</u>	<u>10,000.00</u>	<u>0.00</u>
Subtotal	413,705.00	0.00	3,756.46	417,461.46	327,529.10	89,932.36
POLICE DEPARTMENT						
Police Salaries	173,644.00	0.00	1,800.00	175,444.00	175,439.31	4.69
Dispatcher Account	34,390.00	0.00	0.00	34,390.00	33,845.63	544.37
Police Lock-Up	250.00	0.00	0.00	250.00	250.00	0.00
Teletype Service	4,500.00	0.00	0.00	4,500.00	3,828.55	671.45

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Police General Expense	30,758.00	0.00	100.00	30,858.00	29,565.71	1,292.29
New Cruiser Article	<u>11,000.00</u>	<u>0.00</u>	<u>0.00</u>	<u>11,000.00</u>	<u>11,000.00</u>	<u>0.00</u>
Subtotal	254,542.00	0.00	1,900.00	256,442.00	253,929.20	2,512.80
Fire Department						
Fire Salaries	12,455.00	0.00	0.00	12,455.00	11,471.09	983.91
Fire General Expense	8,200.00	0.00	0.00	8,200.00	8,180.55	19.45
Forest Fires	2,000.00	0.00	0.00	2,000.00	1,579.00	421.00
Fire Dept. Equipment	3,200.00	0.00	0.00	3,200.00	3,082.22	117.78
Ambulance & Train.						
Art. 12	6,000.00	0.00	181.38	6,181.38	6,181.38	0.00
C-Med Radios	<u>6,500.00</u>	<u>0.00</u>	<u>0.00</u>	<u>6,500.00</u>	<u>6,420.00</u>	<u>80.00</u>
Subtotal	38,355.00	0.00	181.38	38,536.38	36,914.24	1,622.14
INSPECTORS						
Tree Warden Salary	100.00	0.00	0.00	100.00	100.00	0.00
Tree Dept./Dutch Elm	1,708.00	0.00	0.00	1,708.00	1,425.00	283.00
Insect Pest Control	500.00	0.00	0.00	500.00	0.00	500.00
Bldg. Dept. Clerical	8,731.00	0.00	0.00	8,731.40	8,730.40	.60
Building Dept. Acct.	8,357.00	0.00	0.00	8,357.00	8,341.31	15.69
Civil Def. Dir. Salary	160.00	0.00	0.00	160.00	160.00	0.00
Civil Defense Expense	300.00	0.00	0.00	300.00	279.22	20.78
Dog Officer Salary	1,500.00	0.00	0.00	1,500	1,325.00	175.00
Dog Officer Expense	<u>2,292.00</u>	<u>0.00</u>	<u>0.00</u>	<u>2,292.00</u>	<u>2,030.88</u>	<u>261.12</u>
Subtotal	23,648.00	0.00	0.00	23,648.00	22,391.81	1,256.19
EDUCATION						
School Salaries	1,331,005.00	0.00	0.00	1,331,005.00	1,330,957.54	47.46
School Expenses	428,314.00	0.00	0.00	428,314.00	428,281.54	32.46
Industrial Schools	8,000.00	0.00	0.00	8,000.00	0.00	8,000.00
Voc. School Assess.	31,228.00	0.00	0.00	31,228.00	31,228.00	0.00
B.V.V. School Comm.	200.00	0.00	0.00	200.00	200.00	0.00
Sch. Bld. Needs Art 10	2,500.00	0.00	0.00	2,500.00	205.18	2,294.82
Sch. Bldgs. Renovat. Art 19	<u>0.00</u>	<u>15,000</u>	<u>0.00</u>	<u>15,000.00</u>	<u>15,000.00</u>	<u>0.00</u>
Subtotal	1,801,247.00	15,000.00	0.00	1,816,247.00	1,805,872.26	10,374.74
HIGHWAY						
Highway Salaries	97,754.00	0.00	0.00	97,754.00	96,768.54	985.46
Highway Overtime	14,734.00	0.00	0.00	14,734.00	14,660.41	73.59
Local Road Improv.	18,000.00	0.00	84.15	18,084.15	18,084.15	0.00
Highway General Exp.	17,050.00	0.00	0.00	17,050.00	16,590.37	459.63
Highway Truck	0.00	0.00	0.00	0.00	0.00	0.00
Machinery Maint.	30,000.00	0.00	1,548.64	31,548.64	31,548.64	0.00
Highway Railings	1,000.00	0.00	0.00	1,000.00	662.72	337.28
Highway Bridges	4,000.00	0.00	0.00	4,000.00	3,410.00	590.00
Highway Sidewalks	1,000.00	0.00	0.00	1,000.00	747.00	253.00
Highway Oilings	20,000.00	0.00	0.00	20,000.00	20,000.00	0.00
West Street Bridge	2,600.00	0.00	0.00	2,600.00	2,596.81	3.19
Highway Snow Roads	50,000.00	0.00	0.00	50,000.00	49,979.74	20.26
Storm Emergency	0.00	0.00	9,199.00	9,199.00	4,709.91	4,489.09
Street Lights	<u>30,000.00</u>	<u>0.00</u>	<u>0.00</u>	<u>30,000.00</u>	<u>28,262.42</u>	<u>1,737.58</u>
Highway Subtotal	286,138.00	0.00	10,831.79	296,969.79	288,020.71	8,949.08
LANDFILL						
Landfill Cust. Salary	8,387.00	0.00	0.00	8,387.00	8,387.00	0.00
Landfill Cust. Replac	924.00	0.00	0.00	924.00	215.05	708.95

Landfill Maintenance	12,500.00	0.00	0.00	12,500.00	6,773.68	5,726.32
Special Land Mnt.	3,800.00	0.00	0.00	3,800.00	0.00	3,800.00
Landfill Design	<u>0.00</u>	<u>3,960.00</u>	<u>0.00</u>	<u>3,960.00</u>	<u>0.00</u>	<u>3,960.00</u>
Subtotal	25,611.00	3,960.00	0.00	29,571.00	15,375.73	14,195.27

SEWER DEPARTMENT

Sewer Supt. Salary	16,430.00	0.00	0.00	16,430.00	16,430.00	0.00
Sewer Asst. Salary	6,912.00	0.00	0.00	6,912.00	6,910.80	1.20
Sewer Comm. Salary	900.00	0.00	0.00	900.00	900.00	0.00
Sewer General Exp.	38,230.00	0.00	0.00	38,230.00	38,217.51	12.49
Sewer Roof Art. 27	<u>0.00</u>	<u>3,186.18</u>	<u>0.00</u>	<u>3,186.18</u>	<u>0.00</u>	<u>3,186.18</u>
Subtotal	62,472.00	3,186.18	0.00	65,658.18	62,458.31	3,199.87

WATER DEPARTMENT

Water Supt. Salary	16,673.00	0.00	0.00	16,673.00	16,672.76	.24
Water Asst. Salary	6,912.00	0.00	0.00	6,912.00	6,512.10	399.90
Water Comm. Salary	900.00	0.00	0.00	900.00	900.00	0.00
Water Gen. Expense	46,350.00	0.00	950.00	47,300.00	44,509.48	2,790.52
Water & Sewer Bills	1,000.00	0.00	0.00	1,000.00	0.00	1,000.00
Booster Pump Sta.	<u>6,000.00</u>	<u>0.00</u>	<u>0.00</u>	<u>6,000.00</u>	<u>0.00</u>	<u>6,000.00</u>
Subtotal	77,835.00	0.00	950.00	78,785.00	68,594.34	10,190.66

ENVIRONMENTAL

Develop/Ind. Comm.	5,000.00	0.00	0.00	5,000.00	1,000.00	4,000.00
Ind. Dev. Escrow Art 16	0.00	5,000.00	0.00	5,000.00	0.00	5,000.00
Historic Study Comm.	100.00	0.00	0.00	100.00	0.00	100.00
Aquifer Study	35,000.00	0.00	0.00	35,000.00	15,872.25	19,127.75
Conserv. Comm. Expense	<u>510.00</u>	<u>0.00</u>	<u>0.00</u>	<u>510.00</u>	<u>383.00</u>	<u>127.00</u>
Subtotal	40,610.00	5,000.00	0.00	45,610.00	17,255.25	28,354.75

HEALTH

Health Consultant	1,670.00	0.00	0.00	1,670.00	1,670.00	0.00
Health Gen. Expense	4,528.00	0.00	126.20	4,654.20	4,379.64	274.56
Solid Waste Study	10,000.00	0.00	0.00	10,000.00	0.00	10,000.00
Meat/Anml. Insp. Salary	250.00	0.00	0.00	250.00	62.50	187.50
Meat/Anml. Insp. Expense	450.00	0.00	0.00	450.00	0.00	450.00
Health Gen-Sanita. Fees	3,000.00	0.00	0.00	3,000.00	1,981.20	1,018.80
Nurse Salary	12,379.00	0.00	0.00	12,379.00	12,379.00	0.00
Health Clerical	8,675.00	0.00	0.00	8,675.00	7,989.72	685.28
Emerg. Septic System Repair	0.00	8,000.00	0.00	8,000.00	7,604.14	395.86
Monitor Wells	<u>0.00</u>	<u>5,000.00</u>	<u>0.00</u>	<u>5,000.00</u>	<u>0.00</u>	<u>5,000.00</u>
Subtotal	40,952.00	13,000.00	126.20	54,078.20	36,066.20	18,012.00

COA & VETERANS

Council On Aging	8,672.00	0.00	29.37	8,701.37	8,701.37	0.00
Vet. Agent Salary	1,940.00	0.00	0.00	1,940.00	1,940.00	0.00
Vet. Department Expense	504.00	0.00	0.00	504.00	486.83	17.17
Veterans Benefits	<u>3,000.00</u>	<u>0.00</u>	<u>0.00</u>	<u>3,000.00</u>	<u>1,071.25</u>	<u>1,928.75</u>
Subtotal	14,116.00	0.00	29.37	14,145.37	12,199.45	1,945.92

CEMETERY

Cemetery Expense	1,200.00	0.00	500.00	1,700.00	1,589.26	110.74
So. Doug. Cemetery	0.00	0.00	0.00	0.00	0.00	0.00
Pine Grove Cemetery	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Cemetery Subtotal	1,200.00	0.00	500.00	1,700.00	1,589.26	110.74

LIBRARY

Library Salaries	15,235.00	0.00	0.00	15,235.00	14,910.34	324.66
Library Gen. Exp.	8,135.00	0.00	0.00	8,135.00	8,130.99	4.01
Remodel Library	<u>25,000.00</u>	<u>0.00</u>	<u>2,650.00</u>	<u>27,650.00</u>	<u>27,650.00</u>	<u>0.00</u>
Subtotal	48,370.00	0.00	2,650.00	51,020.00	50,691.33	328.67

ANNUAL REPORT

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RECREATION

Recrea. Prog. Exp.	13,536.00	0.00	0.00	13,536.00	13,535.43	.57
Memorial Day	<u>1,500.00</u>	<u>0.00</u>	<u>0.00</u>	<u>1,500.00</u>	<u>1,500.00</u>	<u>0.00</u>
Subtotal	15,036.00	0.00	0.00	15,036.00	15,035.43	.57

DEBT SERVICE

Debt	159,200.00	0.00	0.00	159,200.00	159,200.00	0.00
Interest	62,815.00	0.00	0.00	62,815.00	62,439.60	375.40
Sewer Debt & Int.	<u>35,706.00</u>	<u>0.00</u>	<u>0.00</u>	<u>35,706.00</u>	<u>35,706.00</u>	<u>0.00</u>
Subtotal	257,721.00	0.00	0.00	257,721.00	257,345.60	375.40

GENERAL FUND

Totals	3,401,558.00	40,146.18	20,925.20	3,462,629.38	3,271,268.22	191,361.16
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Revenue Sharing

Group Insurance	11,000.00	0.00	0.00	11,000.00	10,197.36	802.64
Blanket Insurance	<u>69,000.00</u>	<u>0.00</u>	<u>0.00</u>	<u>69,000.00</u>	<u>68,999.76</u>	<u>.24</u>
Revenue Sharing Subtotal	80,000.00	0.00	0.00	80,000.00	79,197.12	802.88

Approp. Totals	<u>3,481,558.00</u>	<u>4,0146.18</u>	<u>20,925.20</u>	<u>3,542,629.38</u>	<u>3,350,465.34</u>	<u>192,164.04</u>
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Articles Carried Forward to FY '87

Administrative Assistant	17,601.24
Revaluation	45,995.00
Tax Titles	9,640.00
School Building Needs	2,294.82
Special Land Maintenance	3,800.00
Landfill Design	3,960.00
Sewer Roof Art. 27	3,186.18
Water General Expense (System Study)	2,700.00
Booster Pump Station	6,000.00
I.D.C. Escrow	5,000.00
Acquifer Study	19,127.75
Solid Waste Study	10,000.00
Monitor Wells	<u>5,000.00</u>
Total Carried Forward	134,304.99

Articles Closed to Fund Balances

Total	<u>57,859.05</u>
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	<u>192,164.04</u>
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**DOUGLAS PUBLIC SCHOOLS
REPORT OF THE
SUPERINTENDENT OF SCHOOLS**

It is a pleasure to have, once again, this opportunity to inform you, through the Town's Annual Report, of the many activities and events that have influenced the growth and improvement in our school system.

As the year 1985 will be remembered in terms of the Town's Educational history as that in which the Town so enthusiastically voted to construct its new school facilities, 1986 represents that year in which the construction of those facilities began and, in the case of the new Elementary School addition, was completed. The fine Elementary addition enabled us to welcome back into the facility our growing Kindergarten population. Construction of the new High School Facility, under the supervision of the Building Committee continues at an excellent pace. The project is approximately fifty percent complete as of this writing. Current plans call for the High School's completion by December of this year.

The year 1986 is also the year in which, after an eighteen month process, the High School received its re-accreditation status from the New England Association of Schools and Colleges. Such accreditation certifies that our educational programs, policies and facilities meet high standards. The visiting committee of professionals which ultimately voted upon the system's accreditation was particularly impressed by the potential of the student body, the dedication of our staff and its leadership, and of the Town's dedication and pride in the system as evidenced by Douglas' commitment to new facilities.

Our system continues to benefit from the Equal Educational Opportunity State Grant program which has enabled us, in addition to our local funds, to offer programs at both the Elementary and Secondary levels for students identified as "gifted and talented." Art and Music programs have also been either re-introduced or expanded and a major goal of the School Committee and administration, the reduction of class sizes at the early Elementary levels, has been achieved.

Perhaps most far reaching in its impact upon the growing excellence in our system has been the staff's assistance in the design and implementation of a long term staff development program entitled "B.E.S.T.. Building Excellent Schools Together." This program will, over a two year period, introduce staff members to current research regarding effective schools and will offer us the opportunity to adopt and utilize practices and policies which research has shown to exist in excellent schools.

We continue to make significant, meaningful progress in our efforts to provide our children the best of possible educations while keeping in perspective the resources of our community. Given your continued support, involvement and commitment, our system's growing excellence is assured.

Once again, all members of the School Department join me in sincerely thanking you for your investment in the children of Douglas.

Sincerely,
ROBIN R. LEVEILLEE, Ph.D.
Superintendent of Schools

**ANNUAL REPORT OF THE
HIGH SCHOOL PRINCIPAL**

I am pleased to submit my third annual report to the citizens of Douglas.

This year marked the beginning of an exciting and very busy time for Douglas Memorial High School. Construction was begun on the new junior-senior high school building. Much planning and work continues to be done to prepare for the move to the new facility.

The New England Association of Schools and Colleges (NEASC) conducted its accreditation visit last October 21-24. I am optimistic that our accreditation will be renewed, thanks in great part to the new school being constructed. Official word of reaccreditation is expected by the NEASC's Commission on Public Schools by the end of this month.

This year a 5/7 guidance position was added at the junior-senior high school allowing us to expand guidance services particularly to those students in grades 7- 9.

Volunteer groups and community support continue to play a prominent role at the school. The Band Boosters continued its untiring work and support for an outstanding band program. Winter Carnival continued its fine tradition of community support and involvement and Octoberfest once again found the school actively involved in a community effort. A Parents Council has also been formed at the school and although in its formative stages, shows promise of becoming a key avenue of communication between school and community.

Many of our students were honored for their academic, musical, athletic, activities and other accomplishments throughout the year. We are proud of those young people, and their achievements are a source of pride for our school and community, as well as a distinct honor for them, and their families.

I would like to close by noting the planned retirement at the end of this school year of Algert Lukshis. Al has served the Town of Douglas and its young people as a teacher, principal and acting superintendent at various times in his career. He retires as a classroom teacher in the role he loves best, working closely with young people.

Congratulations to you, Al. May you have a wonderful and enjoyable retirement. We will miss you!

ANTHONY FERREIRA
Principal

**ANNUAL TOWN REPORT
REPORT OF THE SCHOOL NURSE**

The annual report of the school nurse is as follows:

In March of 1986 the Douglas Elementary School presented the CAP (Child

permission to attend. Workshops for parents and teachers were provided and CAP workers visited each classroom for a one hour session. A follow-up meeting was held which was helpful to everyone who participated and it was felt to be a very successful program.

Physical exams were conducted in grades 3, 6 and 10 and for high school sports by Dr. Sang Chung.

Vision and hearing screening was performed in grades K-6, 8 and 10. All preschool and kindergarten students also received impedance testing.

Health assessments and home visits were made to those children requiring TEAM evaluations.

Clinics for Mantoux tests, immunizations and flu shots were given by Patricia Koslak, R. N. Oral fluoride rinse program was administered to students in grades 1-6. Postural screening was conducted on students in grades 5-9.

All state surveys and reports on immunizations, postural screening, fluoride, school physical exams and free lunch program were prepared and submitted to the state as required.

Accidents, illnesses and injuries occurring in the schools were reported to the school nurse for investigation.

Respectfully submitted,
CECILIA STIENSTRA, R. N.

ANNUAL REPORT OF THE SPECIAL EDUCATION DEPARTMENT

Each year the Special Education Department charts directions for its services and organization by conducting a thorough review of existing programs and structure, current research, and trends in special education. The goal is to provide each special needs student with the most appropriate individualized educational plan, maximizing his or her development in the least restrictive environment possible. Once again, the special needs population in Douglas is hovering around 130 pupils having varying degrees of special needs.

The Special Education Department within the Douglas Public Schools offers a wide array of services to our young people between the ages of three and twenty-two including but not limited to: speech and language therapy, special needs preschool, resource rooms at all levels, adapted physical education, physical therapy, occupational therapy, alternative education, pre-vocational and vocational training, counseling, and home or hospital tutoring.

Staffing in the Special Education Department has remained the same but the organizational structure has changed somewhat. The Department is overseen by a half-time special education director. The director also serves as team chairperson. The team

chairperson is responsible for all paperwork necessary for each individual referral, evaluation, review, or re-evaluation. There are two full time resource room teachers at the high school level who share one instructional aide. In addition, a full time teacher works with a group of mildly retarded youngsters. At the elementary school, one teacher works as part-time resource tutor and part-time preschool teacher. Two other resource room teachers each work with an instructional aide. The school psychologist and speech-language therapist divide their time among all programs and where the need exists.

Programs do change throughout the years and they also vary in the degree of emphasis and importance given to various aspects of each program. In this day of high technology, a major and welcome addition to the resource room programs at both the elementary and secondary level has been the acquisition of computers. Special needs students are enjoying the hands-on experience of learning with computers through such activities as reinforcement games, interactive tutorials, and word processing. The purchase of these computers was made possible through a federal grant program.

Additional grant monies were made available to support a major inservice program entitled "Assertive Discipline." The faculties from both schools were trained over a two day period. Assertive discipline encourages an integrated approach to behavior management involving the administration, classroom teachers, parents, and the students themselves. Effective implementation of this program should serve to promote a healthy and positive school atmosphere conducive to learning.

Another program made possible by a grant was a summer preschool program for three and four year olds who had been identified as having special needs. The program was very successful and well received by the young participants and their parents.

Several years ago, in keeping with most recent research and continuing trends in education, the cutoff date for kindergarten was changed to September 1. The intention of such a policy is to allow the younger children that extra year to grow and develop so that they may be more able to handle the demands imposed upon them in a kindergarten class and, thus, be more successful. Prior to the policy change, many students were being referred to special education not because of the presence of a learning disability but rather because immaturities were hindering their school progress. Since the new policy, a steady decline has been noted in these types of referrals. Last year, the special education kindergarten screening team adopted the Gesell School Readiness Test. Not only did incoming kindergartners receive a skills and health screening, but also they received the "Gesell" which assessed their social-emotional maturity. Kindergarten screening was conducted on 85 children. Fifteen preschool screenings were administered to three and four-year olds.

Last year, the Special Education Department conducted 33 initial evaluations of children referred to the department and 121 re-evaluation or reviews of children already in the special education program. For each evaluation or re-evaluation, a full battery of tests and assessments is administered to determine current levels of functioning and/or academic progress.

Mention should be made of the support given by the regular education staff in their continued efforts to successfully mainstream our special needs children into their

classrooms and programs. Because of their efforts, each student's self-esteem is fostered and their general growth and development is promoted.

In closing, I would like to ask for continued public support of and involvement in the special education programs in Douglas. As of September 1, 1986, the Laws and Regulations of Chapter 766, the Special Education Law in Massachusetts, have been revised and updated. One of the new regulations requires the formulation of a Special Education Parent Advisory Council. For those interested, please contact the special education director. Not only would the Department appreciate the involvement, but also your children would reap the benefits.

Respectfully submitted,
DEBORAH A. NORLING
Special Education Director

ANNUAL REPORT OF THE ELEMENTARY PRINCIPAL

The year of 1986 was an exciting year for Douglas Elementary School. The beginning and completion of the new wing to the elementary school plus the beginning of the construction of the new high school were the most significant newsworthy items.

With the opening of the new wing at the elementary school some of our overcrowding has been relieved, but the full effectiveness of the elementary school will not be utilized until the new high school is built and Grade VI moved to that location.

In June of 1986, Douglas Elementary School had 440 students and when school opened in September the total was up to 470 students. These thirty students represent an increase of 6.8% in the elementary school enrollment.

Our make-up of Grade K — VI is as follows:

Kindergarten	77	Grade IV	53
Grade I	91	Grade V	54
Grade II	59	Grade VI	80
Grade III	47	Pre School	9
		Total	470

New staff members were added to Grade I, Grade II and Grade VI bringing the total of the elementary staff to 32 staff members.

The new staff members are as follows:

Grade I	—	Miss Jean Chausse
	—	Miss Nancy Matthews
Grade II	—	Mrs. Sheila Haigh

Grade V	—	Miss Jean Ciaramicoli
	—	Mrs. Alice Phillips
Grade VI	—	Mrs. Stephanie Dagenais
	—	Mr. Jason Phelps

Our Kindergarten classes opened up in the St. Denis Rectory while the new wing was under construction. A special thanks to Fr. Keresey for allowing the elementary school the use of their facilities.

In June a committee made up of Horace Mann teachers and administrators was formed by Dr. Leveillee in planning a program for teachers in making our school an Effective School.

The committee is as follows:

Horace Mann Teachers:

Mrs. Sue Cave
Mrs. Betty Garabedian
Mrs. Eileen Quinn
Mrs. Brenda Vecchione

Administrators:

Mr. Douglas Brown
Mr. Zaven Dagirmanjian
Mr. Anthony Ferreira
Dr. Robin Leveillee, Superintendent

This committee has been meeting weekly in order to set up workshops at the elementary and high school in developing and addressing a concept of What is an Effective School?

The citizenry of Douglas should take pride in their youngsters and their school.

We are all working on an upbeat program.

Sincerely,
ZAVEN DAGIRMANJIAN
Principal

**ANNUAL REPORT OF
THE GUIDANCE DEPARTMENT**

We herewith submit the annual report for the Guidance Department of the Douglas School System.

The Guidance Department has been expanded this year with the addition of a counselor specifically for grades 7, 8 and 9. Services have also been increased by the use of a peer tutoring program that is being co-sponsored by Student Council and the Guidance Department.

Required credit for graduation continues to be 104 credits. The minimum passing grade is presently 65. Minimum requirements for entrance into the four-year state college system presently require four years of college level English, two years of the same foreign language, three years of college Math, two years of Natural and Physical science, two years of Social Studies, and a specific group of electives to total 16 credits.

We continue to administer the California Achievement Testing Program in grades 1-6 and 7 and 8. We continue to administer the PSAT's to juniors and the SAT's to juniors and seniors. This year 33 seniors will graduate. Approximately 65% plan to further their education at the college level.

Students meet individually and in groups with the Guidance Department for adjustment, academic and vocational counseling throughout the year.

Guidance will continue to assist each student in determining a wise choice of his life's work in accordance with his abilities and desires.

Respectfully submitted,
D.A. JOHNSON
KATHRYN TUCKER

**TOWN OF DOUGLAS
DEPARTMENT TELEPHONE NUMBERS**

FIRE DEPARTMENT	475-2222
POLICE DEPARTMENT	476-3333
SELECTMEN'S OFFICE	476-3566
HIGHWAY DEPARTMENT - Town Garage	476-3378
BUILDING INSPECTOR	476-3577
HEALTH DEPARTMENT	476-2247

LANDFILL HOURS ARE MONDAY & THURSDAY
7:30 A.M. to 5:00 P.M.
SATURDAY 7:00 A.M. to 4:30 P.M.
Landfill will be open day after holiday.

LIBRARY	476-2695
SCHOOL DEPARTMENT	
HIGH SCHOOL - Depot St.	476-3332
ELEMENTARY SCHOOL - School Court	476-2154
ASSESSOR'S OFFICE	476-3317
WASTE WATER DEPARTMENT	476-7278
TAX COLLECTOR	476-7086
TOWN CLERK	476-2232
TREASURER	476-2900
VETERANS' DEPARTMENT	476-3577
WATER DEPARTMENT	476-2400